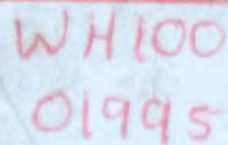


Women at Work in India

Compiled by
Suchitra Anant
Sarmila Ghosh
S V Ramani Rao



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This is an update of the earlier bibliography published by SAGE Publications India Pvt. Ltd. covering publications upto 1985. This bibliography brings together material, whether published or not, concerning the condition of working women in India.

This bibliography includes doctoral theses, journal articles, books and discussion and seminar papers produced during 1985 and 1986. It documents literature on such dynamic and developing fields of research as time allocation, value of household work, and female-headed households. This bibliography will serve as a reference tool for all those who are concerned with studying India's economy and society and the woman's role therein. It will assist in identifying future areas of research while avoiding duplication of effort. All entries have been annotated for the user's benefit. Cross references have been given under many chapter headings. This Update will be of interest to a wide range of scholars, policy-makers and activists, especially those concerned with women's studies.

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AN UPDATE 1985-1986

**Suchitra Anant
Sarmila Ghosh
S V Ramani Rao**

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SECTION I

Preface

This is an update of the "Bibliography on WOMEN AT WORK IN INDIA" for 1985-86 which was earlier published by Sage Publications India Pvt. Ltd., and released on August 12th, 1986 at the "Review Committee Meeting of Research sponsored by the Ministry of Labour" by Hon'ble Minister Margaret Alva— Minister for Youth, Sports and Women's welfare in the presence of Hon'ble Minister P.A. Sangma—Minister for Labour. It was acknowledged that the documents included in the bibliography had proved useful not only for researchers, but also for those who were looking at policies. The bibliography was prepared as a cooperative effort i.e. the first draft of the bibliography was reviewed by a Committee of Researchers set up by the Labour Ministry. The final draft of the bibliography was prepared after incorporating all the suggestions made by the Committee of Researchers. The review of each sector had provided an insight into the kind of research that already exists in these fields and was used as a primary document by the National Commission for the Self-Employed Women set up in 1986 headed by Smt. Ela Bhatt. We would like to mention some of the uses to which this bibliography has been put—it has been used as an aid by researchers and social activists, and has also been extensively used by the Ministry of Labour and Department of Women's Welfare, Ministry of Human Resource Development, in designing and implementing schemes to assist women.

We are happy to inform that the first print order of the

bibliography got exhausted within a few months of its publication and Sage had to go in for a second re-print, showing the enormous need for literature especially unpublished literature in the field of women's work. We received a number of requests from researchers from various parts of India after the publication of the bibliography to provide them updated information in relation to the various sectors covered in the bibliography. A proposal was thus made to International Development Research Centre, Ottawa, for bringing out yearly updates of the bibliography. This update maintains the same format as the earlier one for the convenience of the readers. We have used the same categorisation and classification procedures as the first one.

The earlier bibliography and this update has been undertaken as a project by the Documentation Centre of the Institute of Social Studies Trust (ISST). ISST has been concentrating in investigating the condition of workers in general and women workers in particular, in order to provide information both to the non-governmental and governmental organisations in its attempts to plan and develop programmes to benefit this section of our society.

We hope that the readers will find this update useful. Due to the unevenness of the information, its dispersal sometimes its unavailability for perusal, the format may seem incomplete. Secondly, the time lag in the publication of serials i.e. issues of 1986 being published in 1987 has resulted in the delay in compiling entries for 1986. We are, however, offering this volume in the hope that with the participation and response of users, we will be able to bring out a more professionally complete second update. We also hope that this will encourage communication among those who are interested in the field of women's work.

Suchitra Anant
Sarmila Ghosh
S.V. Ramani Rao

Acknowledgements

We gratefully acknowledge the contribution of many friends and colleagues who have helped us in the preparation of this update. We thank Dr Clive Wing of I.D.R.C., Delhi for sponsoring the compilation and printing of the update. Our special thanks are due to Ms Gulnaz A Khan and Ms Bindu Kapoor for their assistance in compilation. We would like to mention the support, cooperation and guidance we received from researchers—Dr Anuradha Mohan Acharya of Bombay University, Dr Ranjana Kumari of Centre for Social Research, Ms. Bhavna Gandhi of Nirmala Niketan and Dr. K. Sundari of Stella Mary's College; the librarians—Ms. Sunanda Gunde of Tata Institute of Social Sciences, Mr. Kamaljit Kumar of Centre for Policy Research, Ms. Jayashree of Development Alternatives, Mr. B.N. Rao and Mr. Suprabhat Muzamdar of Jawaharlal Nehru University Library, Mr. Anjum Rajabali of Centre for Education and Documentation, Ms Adarsh Sharma of Railway Board Library and Mr. Vijay Kumar of Centre for Economic and Social Studies. Our thanks are also due to Ms. Ratna Sudarshan for editing the text. The typing for this update was un-ending as it was composed in spurts. Our gratitude to Ms. Neeru Bala, Mr. K.N. Bhalla and Ms. Madhu Garg for their sincere efforts. Above all, we are grateful to Ms. Devaki Jain for her inspiration and support provided during the compilation of this work.

List of Abbreviations

AILS	Ambedkar Institute for Labour Studies, Bombay
AIWC	All India Women's Conference, Delhi
CDS	Centre for Development Studies, Trivandrum
CED	Centre for Eduaction and Documentation, Bombay
CENDIT	Centre for Development of Instructional Technology, Delhi
CESS	Centre for Economic and Social Studies, Hyderabad
CPR	Centre for Policy Research, Delhi
CSL	Central Secretariat Library, Delhi
CSR	Centre for Social Research, Delhi
CSWB	Central Social Welfare Board, Delhi
CWDS	Centre for Women's Development Studies, Delhi
DSSW	Delhi School of Social Work, Delhi
GLI	Gandhi Labour Institute, Ahmedabad
IIPA	Indian Institute of Public Administration, Delhi
ISAE	Indian Society of Agricultural Economics, Bombay
ISI	Indian Statistical Institute, Delhi
ISST	Institute of Social Studies Trust, Delhi
JNU	Jawaharlal Nehru University, Delhi

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MIDS	Madras Institute of Development Studies, Madras
NIPCCD	National Institute of Public Cooperation and Child Development, Delhi
NIRD	National Institute of Rural Development, Hyderabad
NISIET	National Institute of Small Industries Extension and Training, Hyderabad
NLI	National Labour Institute, Delhi
NML	Nehru Memorial Library, Delhi
NN	Nirmala Niketan, Bombay
PRIA	Society for Participatory Research in Asia, Delhi
RCWS	Research Centre for Women's Studies, Bombay
SEWA	Self Employed Women's Association, Ahmedabad
SSDC	Social Science Documentation Centre, Delhi
TISS	Tata Institute of Social Sciences, Bombay
TRF	Times Research Foundation, Delhi
WC	Women's Centre, Bombay
WWF	Working Women's Forum, Madras

Introduction

This bibliography is presented as seventeen chapters. Broadly, chapters 1-5 contain general studies of women at work and includes a chapter on employment statistics. Chapter 6 is divided into 30 sections, and lists studies by occupation/industry. Chapters 7-10 deal with the "civic identity" of women—i.e. political and economic participation, welfare schemes, statutory provisions and their implementation. Chapters 11-13 consider the impact of automation, organisation and unionisation, and education/training-alternative ways of ensuring that women keep pace with change. Finally, chapters 14-16 look at different aspects of the dual role played by women, as nurturers of home and family, and as providers of sustenance. Chapter 17 has articles on prostitution.

There is some overlap, but we have tried to use the major theme of each study to determine its location. We have also tried to use categories that are appropriate to the actual situation of women's work. This, unfortunately, has not always been possible. Thus, we have had to retain the term "informal sector", although as researchers we would have preferred to avoid this term, as studies have revealed that the employer-employee relations in this sector are as formal as in the "formal" sector, and using the term "informal sector", has tended to distract attention away from providing the appropriate legal and management cover for this sector. However, we have retained it in the interests of communication as it is "standard terminology."

Poverty affects both man and woman: are gender specific studies justified? Perhaps the ultimate reason why they are, and this is amply testified to in many of the studies included here, is that there continues to be a disproportionate burden on women in poverty. There is no mitigation of the "double burden" they face, of low paid work and unpaid house work. To some extent all working women face similar pressures of work plus household responsibilities, since the community at large does not free women of the latter regardless of their professional involvement or long work hours. However, the economic realities of poor women, both in urban and in rural areas, are much harsher. A recurring theme in women's studies therefore is the issue of role conflicts and of the double burden of housework and paid economic activity, and very importantly, the consequential vulnerability of the working women.

A related issue is that of visibility. It is estimated that about 90% of women at work are home based workers in India. Home based work is not visible, not always regarded as "work". This is so, even where income from such work is the primary or even the sole income of the family. Legislation on minimum wages and other work-related statutory obligations, are easily avoided by the employer, as there is no written and frequently no direct contract of work. Home based work is very much a part of the on-going capitalist mode of production and not an independent activity. Ultimately, it is necessary to recognise these women as productive workers, and bring them under the protection of the law, to regard them as women primarily engaged in domestic work is both incorrect and unfair. SEWA, Ahmedabad, has been in the forefront on this issue, and we have tried to include here all the existing literature on this subject. The National Commission on Self-Employed Women is expected to bring to light the difficulties faced by home based workers as well, and to make significant contributions to policy, and we are happy that this bibliography has been useful to some of the researchers appointed by this Commission.

This update of the earlier bibliography produced by the

ISST, covers the years 1985-86. In this period, some general review articles were generated as assessments of the U.N. Women's Decade, 1975-1985. Two alternative, but not mutually exclusive, frameworks of analysis have been put forward, one stressing the importance of organizing women workers to claim their due share of earnings/profits. The other is drawn from the "co-operative conflict" situation described by A.K. Sen as the reality of gender related issues, wherein the acquisition of skills, education, and family planning should be the major focus of policy directed at making women not just visible but also recognized as equals. The greater number of such analytical studies and in-depth case studies are indicative of an improvement in the quality of research.

The difficulty of capturing the women's situation is nowhere more apparent than in statistical compilations. The main sources of employment statistics are the decennial census, NSS data and Rural Labour Enquires. While these have been intensively analysed to study the impact of development and changing technologies, and there is also better regional coverage, both the statistics and the analysis of them accept conventional definitions. Part of the difficulty in formulating appropriate policies is that the reality of the work situation for women does not get captured in such conventional measures. While some work has been done, there is much room to improve our quantification.

We have noted some gaps in the compilation of this bibliography. For example, there appear to be very few studies of women in media. Likewise, while there are a large number of studies of women who are—for lack of a better expression—in the "unorganised sector", we have found very few studies of blue collar workers in "organised" sectors. This makes comparison and assessment of working conditions difficult.

Women are at work everywhere, but they are not always seen to be so. There is an enormous information gap on the nature of the work done by women, the importance of their economic contribution and the crisis in their lives. The literature surveyed here presents information on the prevailing situation of women at work. It is likely that awareness of wo-

men's situation has increased, although the situation itself may not have improved markedly.

A geographical analysis of the studies shows uneven regional coverage. Andhra Pradesh, Bihar, Madhya Pradesh, Maharashtra, Tamil Nadu and U.P., and to a lesser extent Gujarat and Rajasthan, have been well researched. There is relatively little information on N E. States, Union Territories (excepting Delhi), Jammu & Kashmir, Himachal Pradesh and Orissa.

Most studies indicate that the majority of Indian women work—i.e., they are engaged in some regular economic activity—and yet they form the majority of those who are seekers of work. This paradox can be explained if we look at the issue as a crisis in the lives of poor women. The majority of these women are acutely underemployed—their wages are low, the work is not adequate and yet they must work in order to bring in some real or monetary income every day. These women are often the sole supporters or primary bread winners in their family. It is their income which provides the survival for the family. Since they are in low skilled, low paid jobs, they are the first to be disengaged from employment as soon as 'modernisation' takes place. They are silent not only in statistics but also in terms of their voices. They are not yet in a position to reveal their conditions and its implications. They are not organised. They are the most nutritionally deprived. One of the most important objectives of an employment policy for women in India would have to be how to safeguard and strengthen their existing work sources or employment sources. This has been recognized in the Seventh Plan, which has an important section dealing with women's employment.

The NSSO continues to be the sole agency to produce (at all India and state/union territory level) comprehensive and detailed data on employment and unemployment levels and on related variables such as wage/salary income, and consumption levels, through its quinquennial series of surveys on labour force beginning from 1972-73. The unorganised sector is covered in this series of surveys as well as in

ad hoc sectoral surveys. For example, the NSS 38th Round has collected useful information relating to the household and women's work.

The decennial population census is another valuable source for providing certain basic socio-economic data down to the village level. The available results of the 1981 Census indicate stability in the measurement of main workers and a satisfactory coverage of marginal workers.

The D.G. E and T and the Labour Bureau under the Ministry of Labour continue to function as the data bank in respect of statistics relating to the organised sector and various labour laws respectively. They also conduct ad hoc field studies on selected topics.

The annual Survey of Industries (CSO) also provides sex-wise employment and emoluments data in respect of large factories at three digit industry level. The economic census can also furnish disaggregated data on female employment in the sectors covered.

Some organisations under state governments, autonomous research institutions and individual research workers have been conducting micro studies concerning the socio-economic characteristics of workers in various contexts.

These studies emphasize that in looking at women's employment, and assessing the work situation, we find that the use of "voice" rather than "exit" is relevant. That is, organized women are able to achieve some improvement. But wherever market forces are at play, the natural tendency is for exploitation. Existing trade unions have achieved something, but since their primary concern is for permanent employees, the majority of women, who are generally employed as casual/temporary labour, get left out in the employer-employee bargaining process. To protect women employees therefore it is necessary to develop associations of casual or unorganized labour. In our survey, we have found few economic studies of women holding blue collar jobs in the organized sector.

Earlier literature surveys highlighted the gap in data on the unorganised sector. This has now been filled by several in depth as well as extensive studies done by researchers,

activists and the Labour Bureau. Since some of the Labour Bureau surveys are not women specific they have not been included in this bibliography.

Studies of women in the "informal" sector have gained momentum over the last few years. This is attributable partly to the activity in terms of both research and action of organisations such as SEWA, Ahmedabad and WWF, Madras, and to increasing interest displayed by the Government as well as the I.L.O. The informal sector as we understand it includes self-employed women, who can be divided into 3 categories, i.e. home based workers, small traders and vendors, and providers of service and manual labour, and also women entrepreneurs. The emergence of middle class women entrepreneurs has been a recent phenomenon. These women are usually educated and organised and hence are able to get a better deal than their sisters in the informal sector. The studies listed here highlight some of the problems faced by low paid, unorganized sector women employees such as visibility and protection of the law. Other issues stem from changes in technology and the expected impact of this upon the future of home based work. The finding of the I.L.O. that home based work is on the increase all over the world, underlines its likely continuing importance. Given the vicious circles generated by low income, survival needs and child care, it is understandable that women will continue to seek some autonomy in work—whether by remaining home based workers or by becoming "entrepreneurs". To take a feminist perspective on this, we need to organize, to educate ourselves, so as to be able to create an environment that ensures, firstly, that such women are not exploited and secondly, as a more positive stand, that the status of such work and the reality of its economic contribution is rightfully assessed.

Studies on women workers in different industries/occupations, taken together, reveal a diversity of employment and skills. Among the unorganized and rural households it is generally true that women contribute a large part (e.g. 42% on one estimate) of total labour, but this is not reflected in their earnings and most remain "invisible" in so far as their

economic participation is concerned.

Not all these occupations have attracted an equal attention from researchers. For example, there are a large number of studies on beedi workers, who have also succeeded in gaining visibility after the passing of the Beedi and Cigar Workers Act. However, there is very little work on women construction workers, who form a high percentage of casual labour. Likewise, there is only one study on domestic maids who are an important support structure for the working woman in the Indian context, as well as being an income earning activity. Women in media are also neglected.

Some of the changes and shifts in patterns of industrial employment can also be seen. For example, textile mills, once a large employer of women, now has a labour force which is only 5% female. There has been a corresponding increase in numbers in the unorganized sector. New technologies are generating some new employment e.g. electronics. The number of professional career women in e.g., civil services, banks, medicine continues to increase.

The inadequacy of labour laws to provide protection and support services has been an issue of concern. Several macro studies reveal that there is a systematic difference in male and female earners. Operations that fetch higher wages are considered male preserves, and those in which women constitute a higher proportion of the work force bring lower wages to women. This is revealed in small-scale industries as well. Women are assigned unskilled work and are paid less even amongst the educated classes. In the organised sector, studies reveal that professional and skilled workers report lower remuneration for equal work as being one of the main problems faced by them. 90 per cent of the women are employed in unskilled and semi-skilled jobs. In the urban informal sector some of the lowest paid occupations have a disproportionately high percentage of women.

Women's participation in the freedom movement and in public life has been documented by political activists and some researchers. The participation of women in the freedom struggle was broad based and their role significant. In

contrast, the level of political activity and awareness on national issues in contemporary India does suggest a lower level of involvement.

It has been noticed that women's political activity is greater when there are immediate local issues that bring forth a response—e.g. the chipko movement. Also, awareness varies greatly from one region to another and is perhaps greatest in border states such as Kashmir and Tamil Nadu. It appears to us that this is a fertile area and would benefit from more systematic research.

Evaluation of many of the economic schemes have revealed that the provision of small micro opportunities for women, which are usually classified as income generating projects, can make only a marginal dent on the strong and widespread need of women for gainful employment. Thus it is in mainstream agriculture, non-farm rural employment, including construction, and in the industry and services sector, specially as self-employed, that women have the basic opportunity for income earnings. Other such programmes designed for women include the Tasar programme in Bihar, the activities of Mahila Mandals, sericulture, etc. Voluntary agencies play a major role in these programmes.

DWCRA, a part of IRDP programme, is an initiative taken by the Ministry of Rural Development in 1984 that recognizes the importance of special programmes for women, to ensure an improvement in their status both as earning members of the family and as mothers and home makers.

Most entries included in this update are evaluation studies, reflecting the growing concern with improving the implementation of existing schemes.

Most of the studies have indicated the lack of support services for women when they go out of their homes to work. Employers shirk from employing women on a regular basis because of the benefits/support services that they are supposed to provide under the Factories Act. This has led to women remaining as ad hoc and unorganised workers. Studies have also highlighted the health hazards faced by women in certain industries and the apathy of employers to

provide safety measures.

There is an increasing recognition that hostels have to be constructed for working women, especially single women. A few studies have evaluated the working of such hostels and have provided an overview of the kind of problems faced by women living in these hostels.

Studies conducted on access to credit facilities for low income earning women highlight a central problem faced by them—that they have no security to offer. The problems faced in extending credit to women are socio-economic. Attitudes to women do not allow them to take up independent economic ventures. Further, women are largely unaware of existing credit facilities, or physically unable to reach banks, particularly in rural areas. Where banking institutions exist, women, again especially in rural areas, are reluctant to approach them because they are unfamiliar with their policies and cumbersome procedures. Another obstacle, which is now sought to be changed, is the tendency of banks to finance large enterprises rather than small ones. This is a disadvantage to women as they tend to be involved in small enterprises.

Studies on labour legislation reveal that though new laws are being formulated to improve the situation of women workers, there is a need to look into the existing laws and ensure effective implementation. Slackness in implementation of labour laws has led to exploitation of women workers. In addition, ignorance on the part of women workers regarding their statutory obligations must be combatted. Many women are unaware of maternity benefits and employers take advantage of this ignorance.

An issue that is causing concern in India is that the opportunities for women in the labour market are declining instead of increasing. Marginal improvements in sectors like electronics have been more than negatively compensated by the decline in other sectors. Yet from the data available, it is obvious that women are not only in need of employment but are going to any length to bring home a subsistence earning.

The issue of mechanisation has been taken up by many women's organisations who find that women are being displaced by the introduction of machines, for example, tobacco workers of Nipani. The question of displacement due to automation is of course closely connected to that of skill development and hence to appropriate economic policies.

Most of the studies on the issue of women's employment have pinpointed the importance of organising women workers. Trade unions, usually dominated by men, have not taken as much interest in the unionisation of women workers. Yet those who have successfully organised women workers have found that this has not only strengthened and increased women's income through wage struggles and by the provision of backward and forward linkages, but has also provided forums for opinion formation. These forums have been effective on many issues, such as appeals for improving legal services to safeguard women's rights.

The organisation of women in the professions—such as banking, medicine—as also the role of women in Trade Unions such as AITUC, INTUC & CITU, have been researched. The two organisations that have been well studied and documented are SEWA, Ahmedabad and WWF, Madras, specially with regard to the strategies used by them to organize women. There is a need now to study other groups and their strategies in organizing women workers.

If women have to be a part of the mainstream of future development, new avenues would have to be thrown open to them. There would have to be an upgradation of skills. Technical, financial and marketing supports would have to be extended to them. There would not only have to be a large investment in their training but training itself would have to be far more innovative and diverse in character. For instance, women who now migrate long distances in search of earning opportunities need to be trained in work which they could get nearer home. Thus the demand pull sectors of production would have to be identified and training organised.

Further, women in rural areas participating in agriculture,

such as growing crops, need to be trained not only in new technologies but also in related fields such as fertiliser feeding into the fields, spraying of pesticides, treatment of seeds, and repair of pumpsets. Training of farm women in prevention of grain loss and food processing is useful but not necessarily an income earning activity. In the non-farm sector there are many new demands in rural areas in the field of extension which provides another area for training. Rural industry is dominated by women in the cottage sector. Yet training institutions do not have the facilities to absorb women as it is not a part of the overall design of rural industrialisation. Vocational training institutes tend to concentrate their curriculum for women in activities such as cutting and sewing, secretarial services and beauty care. Organisations working with the poorest women have pointed out how the majority of rural and urban women prefer to be trained in more demand-oriented skills like watch repair, plumbing and light engineering. For the majority of women at work, education per se conflicts with income earning. To make a dent in this sector therefore we need to devise means of skill development that are simultaneously income generating activities.

Opinion surveys of working women point to the fact that working women have been losers both at home and at the place of work. Most middle class working mothers live with a guilt feeling that they are not able to provide enough care and security to their children. Studies on working mothers highlight this problem.

One study finds that tribal women are more committed in work than their male colleagues. Commitment increases with work responsibilities in certain jobs. However, attitudes to work are also affected by domestic support systems.

The influence can be the other way around too: i.e. work situations affect behaviour elsewhere. An interesting study, included here, shows the effect of the work situation on criminality.

The multiple roles performed by women have been much studied: Many studies have emphasised women's participation in various economic activities especially in rural areas.

The issue of women being nutritionally deprived even though they work as much as men, because they do not get an equal share of food has been pointed out. Role conflict and the problems of single working women such as accommodation, transport, and marriage have also been subjects of research in many universities. One of the main issues in women's studies has been female-headed households. Census data usually gives the percentage of female-headed households as 10 per cent and the primary cause for their occurrence as widowhood. Available data shows that there are more female-headed households among the poorest and the reasons are not only widowhood, but also male migration and abandonment. It has been found that female-headed households have not been able to utilise the development benefits and in most cases they end up as destitutes.

Providing infrastructure becomes important once the role of the household is recognised as a 'releaser' and 'inhibitor' of female labour supply. The household contains within it characteristics that provide much of the impetus or to the emergence of women in the labour force. Those policies which unlock the household would automatically provide the key to female entry into the labour market.

While the demand pulls expressed in employment opportunities, training and raising of awareness are vital factors, they are not in themselves sufficient to bring about the kind of responses from female labour that is noticed among male labour. Yet poverty presses them into unaccounted productive work, free collection of goods for themselves or wage employment—which is irregular, under-paid and physically strenuous. With deforestation, collection of fuel for home consumption has become a difficult task. Studies on the allocation of time reveal that women spend very long hours fetching fuel and water which, though strenuous, is not recognised even as work. The debate on house work has reached an interesting stage where researchers have tried to quantify house work and have also assessed its contribution to the gross national product.

Many studies indicate that economic necessity and employ-

ment have driven women, especially tribal women, into prostitution. Studies and action programmes with tribal women reveal the special problems linked to culture. They usually hold forest-based occupation and deforestation and forest use by industrialists as well as forest preservation by axe have all added to their economic stress. Though the entries included in this update pertain to 'devadasis' and women belonging to the lower sections of the society, prostitution is a form of bondage for these women.

To continue, we hope that our presentation of the available literature on the subject will provide an indication to researchers of the areas in which there is need for more substantial work.

Methodology and Arrangement

The methodology used for compiling this update was slightly different from the traditional method used in libraries as we were looking more for unpublished literature than for published literature. Besides consulting indexing periodicals and library catalogues, during the first phase of the compilation of the update, several letters were sent to various institutions, university libraries and women's organisations. While some libraries sent us detailed lists, including doctoral theses, some of the women's organisations invited us to visit their institutions. One of the compilers visited various institutions and women's organisations in some of the major cities in India and with local help was able to cover all the cities in approximately two months.

Coverage

The bibliography covers selected books, periodicals, doctoral theses, research monographs, discussion papers and seminar papers (both published and unpublished) popular magazines and newspapers produced during 1985 & 1986. Chapters in books have not been included. An attempt has been made to include as many unpublished articles and monographs as possible, especially in the unorganised sector. Women's studies journals like *Manushi* and *Samya Shakti* have been indexed in depth. One point may be made regarding the journals cited. To pre-empt possible criticism, we would

like to say that a popular magazine such as *Femina* is included here because it has published seminal articles. It might appear that our coverage is incomplete since *Sankhya* (ISI) and *Sarvekshana* (CSO), both important journals of statistics, are not included. However, these journals were referred to but we have been guided by the content of articles, and found these do not contain statistics/analysis of women's work situation, but rather articles of theoretical and mathematical statistical work which we felt are designed for a different readership. The bibliography has tried to document literature on new emerging areas of research such as time allocation, debate on women's work, value of household work, enumeration of women in the statistical sources, and female-headed households. Publications in vernacular languages have not been included for the sake of convenience though an attempt will be made in the second update to include these publications.

Chapter Headings

No standard classification system or a thesaurus has been used for classifying and arranging the documents. The ILO thesaurus for labour, employment and training has been very useful in selecting terms for the subject index. The chapter headings have been chosen arbitrarily but an attempt has been made to stick to the terms used by the ILO as far as possible. The chapter on employment situation deals with the employment scene for women in general including hours of work, wages, working conditions, discrimination in employment etc. Under the subject heading 'Employment Statistics' emphasis has been given to entries contributing to the debate on the enumeration of women workers in the statistical sources. Entries dealing with statistics on women in a particular sector have been put under the concerned industry/occupation. The chapter on women workers contains entries which describe women workers in general or women working in three or four industries, professions/occupations. The various professions and occupations in the formal and infor-

mal sectors have been listed in alphabetical sequence because most of the researchers are of the opinion that women perform unorganised roles even in the organised sector. Agriculture and plantation have been considered as two separate sectors for the sake of convenience and also recognising the fact that plantation workers are covered separately by legislation.

A special emphasis has been given to the welfare schemes initiated for the economic development of women during the past few years. The entries under 'Women and Economic Participation' would give an idea of the various socio-economic projects undertaken by governmental and non-governmental agencies which are mostly through income generation projects. Under 'Labour Welfare' entries pertaining to the welfare of women workers have been included even though we broadly agree that women have a right to some of the basic facilities. An attempt has been made to highlight the impact of technological change on women and how this has affected the work and home life of women. Of late, there has been a great deal of effort to organise women workers specially those belonging to the 'informal sector'. Experiences of such attempts to organise women to form cooperatives and trade unions have been documented by activists. We have tried to bring together some of these attempts in this bibliography. There are a number of articles on the multiple roles performed by women and how this has affected the lives of women. They have been clubbed under the general category 'Women and Multiple Roles'. Articles and studies relating to decision making and female-headed households have also been included in this chapter. The chapter 'Women and the Household' includes entries on the debate relating to women's work, paid and unpaid labour, time allocation, work in the household and the value of household labour. To enable researchers to identify gaps in literature, single entries have been included under some subject headings.

Indexes

Author, subject and geographical indexes have been provid-

ed. It is suggested that when one is looking for something specific they should first consult the index.

Appendices

Appendix 1 lists organisations who responded to our initial letter requesting for documents on women's studies available with them including those visited by the compilers.

Appendix 2 lists serials indexed in the bibliography.

Appendix 3 lists dissertations and Ph.d. theses submitted in various universities during 1985-86. Since these were not available for consultation, annotations could not be prepared.

Sample Entries

Chaturvedi (Gita): Women administrators of India—a study of the socio-economic background and attitudes of women administrators of Rajasthan, Jaipur, RBSA Publishers, 1985. 328 p. (ISST).

Prabha Rani and Kaul (Poonam): For two meals a day—a report on Tamil domestic maids. *Manushi*, No 35, 1986, p. 2-15.

Annotations: Annotations have been provided under each entry, which are purely descriptive for purposes of classification and categorisation. Some theses available for consultation have been annotated and are included in the Main Text while the rest have been listed in Appendix 3. Cross References have been provided wherever necessary for the convenience of the readers. Placement for some entries may be debated as they are inter disciplinary in nature but we have used the major theme of each entry to determine its location. The location of documents available in specific libraries and institutions has been provided. Though the same document may be available in one or more libraries, reference has been given to that library/institution where the document was consulted by the compiler or we are certain that the document is available. Location for articles from easily available periodicals have not been provided.

SECTION II

Employment Situation

1. **AGARWAL** (Bina): Impact of rural development on economic status of women—summaries of group discussions of the 45th Annual Conference of Indian Society of Agricultural Economics. *Indian Journal of Agricultural Economics* V 40(4), 1985, p. 282-290

Reviews the following topics—1) Women's economic status with specific focus on women's employment, 2) the relative work efficiency of male and female labour in agricultural tasks, 3) the relative wage rates of male and female labour, 4) the implications of agricultural modernisation for rural women, 5) schemes for improving rural women's economic status.

2. **AHUJA** (Kanta): Women and economic activities. Paper presented at the International Seminar on Women and Development, Jaipur, 1985. (ISST). Consists of two parts. The first part discusses the issues relating to women's participation in economic activities. Issues like intra-household distribution of work and income, the impact of technology, the type and organisation of work on the status of women are discussed. The second part consists of two alternative arguments regarding the policy and action implications

as derived by two economists. Rajkrishna's frame seems to regard the women's issues as issues of unequal power. Amartya Sen's cooperative conflict situation analysis would aim to strengthen women through the removal of their disabilities including the economic disability of not getting a fair opportunity to earn outside home.

3. **AHMAD** (Karuna) : The Trishankus—women in the professions in India. *Sociological Bulletin* V 33 (1 & 2), 1986, p. 75-90.

Presents a brief occupational profile of educated Indian working women, particularly their position in the professions. Mentions some of the outstanding problems faced by women in the professions, namely that of discrimination, low professional commitment and role conflict. Suggests some solutions to the dilemmas of educated professional women.

4. All India Institute of Medical Sciences unconcerned about nurses' accommodation. *Voice of the Working Women* V 6(4), 1986, p 5-6.

Points out that the AIIMS, which happens to be the most prestigious medical institute in the country, remains indifferent to the benefits and privileges to be available to the staff nurses. The question of providing accommodation to the nurses even after several years of service is no concern for the management. Any organisation representing the interests of the nurses are non-existent with the result that they are treated in a manner often reminiscent of working conditions in the 16th century.

5. **ANTHONY** (M J) : Sex discrimination at work place. *Indian Express*, 10.11.1986.

Discusses the effectiveness of Equal Remuneration Act and the twin objectives of equal pay for equal work and the prevention of sex discrimination between air-hostesses and flight stewards, the differences in remuneration between male and female stenographers, were pointed out. The question arose whether men and women were

paid differently for the same work. The Highcourt came to the conclusion that distinction was made only on grounds of sex and therefore was illegal.

6. **BANERJEE** (Reena): Generalisations are't possible.

Office skills, November 1986, p 45-46. ((NIPCCD)

Observes that working women are generally seen as a category different from their male counter-parts, facing different kinds of problems. The author takes a look as to what the real life conditions in government offices are, the problems women actually face there, how they view their environment, and what they really felt could be their role in improving efficiency. While there has been a phenomenal increase in the numbers of working women, working conditions have not improved at the same rate. It has been found that some women through an awareness of their own situation have solved their own problems and of those offices they work in.

7. **BARDHAN** (Kalpana): Women's work, welfare and status—Forces of tradition and change in India.

Economic and Political Weekly V 20(50), 1985, p 2207-2217, and V 20(51), 1985. p 2261-2269.

Discusses how work is structured in relation to poverty and hierarchy, the differences in quantity and quality of work participation, the inequalities in work options, in remuneration, in access to the means and opportunities for better work and in the capacity of organised bargaining to change the terms of existing employment.

8. Central Government shirks its responsibility towards working women. **Voice of Working Women** V 6(1), 1986. p 3-4, 17.

Informs that the delegation of the All-India Coordination Committee of Working Women presented a number of demands in their memorandum to the Labour Minister in June 1985. Some of these were—no retrenchment of women workers due to mechanisation,

implementation of legislation concerning women, provision of creches and hostels, extension of maternity benefits, provision of transport-facilities for working women, and so on.

9. **CHAKRAVARTY** (Swati) : Working women. Paper presented at Seminar on Women's issues—A Sociology Academy, Bombay 1985. (RCWS).
Discusses the employment situation of industrial workers and the problems faced by them due to the contract system. Some of these problems are—the non-availability of welfare facilities to the temporary workers, lack of job security and denial of maternity leave. Evaluation of governmental activities with reference to the working class women, in matters of work and housing, has been done.
10. **CHAMBERS** (Robert) : Notes and reflections on a visit to the Working Women's Forum in South India. New Delhi, Ford Foundation, 1985, 26p. (ISST).
Describes the author's experiences in three urban programme areas and three rural areas, which he visited with the help of Working Women's Forum in Madras. His reflections, arising from extensive field visits make informative reading on the employment situation.
11. **CHATTERJEE** (Jyotsna) : The Women's decade 1975-1985—an assessment. Delhi, Joint Women's Programme, 1985, 112 p. (ISST).
Reviews the change and progress observed in India in the field of employment, education and training, and technology, etc. The changes and developments in women's status, profession and other activities, have also been discussed.
12. **DESAI** (Neera) and **PATEL** (Vibhuti) : Indian Women—change and challenge in the International Decade. Bombay, Popular Prakshan. 1985. 101p. (ISST).
Examines the impact of International Women's Decade on the lives, status and struggles of women in India. Vari-

ous aspects of life of Indian women are highlighted in the context of changing socio-economic and political reality of the Indian subcontinent. It reviews the demographic profile, employment and unemployment situation, socio-cultural life, legal reforms, role of political parties and women's movement in India from the women's point of view.

13. **DEWAN** (Renu): How TATA treats its women employee—a report from Jamshedpur. *Manushi* No. 36, 1986, p 41-43.

Indicates, in the form of a report, how women's labour is exploited under the garb of "Social Welfare Work" even by big industrial houses. Tata employs very few women as regular workers, and as a result, they remain deprived of their basic rights as workers. They do not get any benefits either.

14. Discrimination faced by women journalists. *Voice of the Working Woman* V 5(1), 1985, p 15-16.

Comments that women journalists are always confronted with a discriminatory attitude in matters of employment opportunities and work conditions. A women journalist has to face heavy odds but she has proved to be tenacious in staying on in the profession of journalism. One of the major problems she has to face in aspiring to become a full-time journalist, is the entry into a newspaper. Jobs and positions that involve responsibility and taking decisions invariably go to men. In spite of women performing far better than men and happening to be more knowledgeable than men, the number of women in a newspaper rarely exceeds one or two.

15. **GHOSH** (Biswanath): Women in employment—still of supplementary import. *Business Standard* 4.12.86.

Discusses the recommendations of the National Commission on Labour, which suggests that the right of

women to employment should in no way be considered subordinate or secondary to that of men. It has now become necessary for families to supplement their requirement through additional earnings. Women are to fill up this gap. A large number of women are therefore, forced to share limited employment opportunities.

16. **HIRAWAY** (Indira): Denial of maternity benefits to women workers in India—a study of factory sector in Gujarat. Ahmedabad, Gandhi Labour Institute, 1985. 186p. (ISST).

Attempts to analyse the problems facing women in India. In a male-dominated society like ours, there is prejudice and discrimination against employment of women and recognition of their rights. It is suggested that the steps taken by the Central and State governments to provide maternity protection in India could be more effective.

17. India, Ministry of Social and Women's Welfare: Women in India—country paper. New Delhi, Ministry of Social and Women's Welfare, 1985. 80p. (ISST).

Attempts to identify areas in which work has been done both by governmental and non-governmental agencies for improving the status of women over the decade 1975-85 and the obstacles which exist and the strategies which need to be developed for the advancement of women in India.

18. **JAIN** (Devaki): Women's economic roles and women's employment—the linkages and policy implications. Paper presented at the International Seminar on Women and Development, Jaipur, 1985. (ISST).

Discusses some issues pertaining to employment in India such as technological change, home based work, primary and secondary workers and future strategies. Studies and data reveal that female work participation

rates vary directly with increase in poverty. Facts related to women's employment reveal not the trends, but the special linkages between the work and infrastructure for women.

19. **JAMES** (Teresa Viju): Women and employment. Today 1985 Annual, p 7-11. (YWCA, ISST).

Discusses how inspite of the government's sincere efforts to provide protection and benefit to women, the picture is in reality slightly different. Women are being given fewer opportunities to secure managerial positions, there is discrimination with men in matter of wages, they are being denied maternity benefits and they cannot negotiate with their employers in work matters.

20. **LAKSHMI DEVI** (K.R.): Sex discrimination in work—the case of Kerala. *State and Society* Fourth Quarter, 1985, p 29-35.

Draws evidence from the different aspects of women's lives in Kerala, to prove that women in Kerala are unequal partners in the development porcess. Observations in the paper attend to the specific area of 'work' and 'employment', which provide ample evidence for 'gender injustice'. Discrimination against women exists not only in employment opportunities, but also in the wages received. This is very clear in two activities—agriculture and construction. The general outlook of society towards females is largely responsible for women being segregated into particular occupations linking their activity to their gender. This marginalises women and prevents them from fully participating in social production.

21. **MATHEW** (PM): Exploitation of women labour—an analysis of women's employment in Kerala. *Social Scientist* V 13(10 & 11), 1985, p 28-47.

Examines the broad theoretical aspects of employment and the emerging trends in the structure of women's employment in Kerala. It also deals with the modus

operandi of gender based exploitation of labour under a changing environmental and institutional framework.

22. **NAIR (G Ravindran)**: Women—many battles to win. *Social Welfare* V 32(12), 1986, p 2-3, 16.

Claims that women inspite of performing a major portion of the world's work, earn only a minor portion of the world's income. In addition, women have to encounter social and economic injustices, discrimination in various forms, unpleasant situation at places of work, long hours of work.

23. **NARULA (Ranjana)**: Nurses struggle—nurses win. *Voice of the Working Women* V 5(3), 1985. p 3-4.

Discusses the working conditions of nurses, how they have struggled to get their dues. Inspite of the vital services they perform, they are underpaid, overburdened with work and blamed for anything going wrong. If everything goes well, the full credit goes to doctor and for any mal-functioning, the nurses are held responsible. Voicing their protests and grievances, they have won over certain demands, such as increase in allowances, housing facilities, stipends for student nurses, extra off-days in lieu of overtime, conveyance during night shifts and odd hours.

24. **National Federation of Indian Women**: Women's employment—A review at the end of the decade. Paper presented at NGO Consultation on Equality, Development & Peace—The Women's decade in review. New Delhi, UNICEF, 1985. (ISST).

Reviews the employment situation of women in India, during the decade with regard to their wages, work participation rates, disparities, displacement due to lack of technical training, etc.

25. **No maternity benefit for women in Beedi Industry in Maharastra**: *Voice of the Working Women* V 6(5), 1986, p 4-5.

Describes the nature of exploitation and deprivation faced by the women beedi workers in Maharashtra. They do not enjoy the benefits which they deserve and have not received any maternity benefit. Social security, namely, provident Fund, Gratuity and Retrenchment compensation are non-existent. Not a single house has been constructed for the beedi workers.

26. **POKHRIYAL (H C)** : Women power planning in Himalayan region. *Khadi Gramodyog* V 31(5), 1985 p 234-42.

Investigates the role of women in the Himalayan region, analyses problems related to economic productivity and suggests a feasible solution for women power planning in the Seventh Plan.

27. **RAMA RAO (Rajyalakshmi)** : Shift in female work participation. *Social Welfare* V 31(12), 1985, p 4-5.

States that the rampant illiteracy notwithstanding, there has been an appreciable improvement in the employment situation of women in the primary, secondary and tertiary sectors over the last ten years with the introduction of new laws and amendments of old laws. The number of women working in occupations once dominated by men has also increased.

28. **SHARMA (Kalpana)** : "The foetus fetish". *Indian Express Magazine*, 5.1.1986, p 4.

Expresses the view that women workers find themselves in a dilemma. While demanding equality and access to every kind of job, at the same time, they have to demand protection from chemical hazards to their health, especially during pregnancy. This has been used by the management to keep them out of better-paid jobs.

29. **TEJASWINI** : Women workers' meeting at Bangalore. *Voice of the Working Women* V 6(4), 1986, p 8.

Opines that job opportunities for women have been reduced by the new economic policy of the present gov-

ernment. The working women are organising themselves and fighting for their rights.

30. **VERMA (Ritu) : Rural Working Women**, Paper presented at Seminar on Women's issues—a Sociology Academy, Bombay, 1985 (RCWS).

Reveals certain characteristics of rural working women. In discussing the present day situation of the rural working women, the author takes into account the employment situation, economic condition of these women, effects of technology, mechanisation of farms, social status of rural working women. Suggests that the role played by majority of women in the rural areas has to be acknowledged and ways of motivating these women have to be found out.

31. **Women—the lingering inequities and inequalities. Social Welfare V 32(12), 1986, p 4-5. 7.**

States that the achievements of the International Women's Decade remain overshadowed by lingering inequities. Representing half of the world's population, women still remain bound by cultural, political and economic constraints that prevent them from being regarded as the full equals of men. Also discusses debates and seminars dealing with the various issues concerning women becoming part of decision making at different levels.

32. **Women employees and Fourth Pay Commission. Voice of the Working Woman V 6(5), 1986 p 3 & 9.**

Describes the reactions to the recommendations of the Fourth Pay Commission from different corners, and also discusses the benefits awarded to women employees. Such issues as—maternity leave entitlement, creche and hostel facilities for women employees, special considerations to widows/divorcees, and women being deprived of jobs because of considerations of age have been discussed by the Commission.

33. **Women workers in plantation industry. Voice of the Working Woman V 5(1), 1985, p 8-11.**

Deals with some of the aspects concerning women workers engaged in the plantations of the South. There is a large percentage of women plantation workers but the employment situation does not give them a better deal. The disparity in wages between men and women continues because the Equal Remuneration Act has not been seriously implemented. With regard to creche facilities, the conditions prevailing are miserable. There are not many creches and the existing few are functioning miserably. Plantation workers do not get proper medical facilities, and many women have died due to non-availability of timely medical help. The position is still unsatisfactory in matters of educational facilities and housing conditions. The study report ends by giving the economic status of the workers, the size of the household and their income.

Employment Statistics

34. Conference of Central and State Statistical Organisations, Hyderabad, 1985 : Papers. New Delhi, Central Statistical Organisation, 1985 (ISST).

Under Agenda item 3(a) newly emerging areas with special reference to statistics pertaining to women, children, youth, elderly and disabled persons was discussed on the basis of the papers submitted by the Ministry of Social & Women's Welfare, Central Statistical Organisation & State Statistical Departments of Andhra Pradesh, Arunachal Pradesh & Himachal Pradesh. It examines 1) the current availability of statistics on women, children, aged and the disabled vis a-vis, the data requirement of Ministry of Social and Women's Welfare which is the nodal point for the welfare of the above disadvantaged segments of the population, 2) the concepts and definitions of work, regular/main workers and subsidiary/marginal workers adopted in the NSSO, 32nd round and 1981 census respectively and the differences in the estimates of women and child workers (5-14 years) and 3) female participation in public employment based on the data from Census of Employees in Public Sector in Andhra Pradesh.

35. **DHOLAKIA** (Ravindra H) : Role of literacy and industrial structure in displacement of female workers. *Economic and Political Weekly* V 20(14), 1985, p 613-614.

Analyses changes in Female Work Participation Rate during the period 1961-81, and observes that the main element responsible for worsening of the employment situation for the female was sex substitution in the work-force as a whole. Concludes that development policies and choice of technologies in India have been such that imbalances have resulted between the two sexes in their status, opportunities and potential for contribution to the development of the country.

36. **India, Planning Commission** : Statistics relating to employment and unemployment of women. Paper prepared for One-day Meeting of Women Workers and Role of Ministry of Labour, New Delhi 1985. (ISST).

Discusses the work participation rates in the NSSO and Census and changes in the employment status especially in the industrial sector and domestic work.

37. **KALPAGAM** (U) : Women and household—what Indian data sources have to offer. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi. 1985. (ISI, ISST).

Takes stock of Indian data sources particularly the decennial census, NSS data and the Rural Labour Enquiries and examines what kind of information on women's life and work are available that would help in bringing out the differences in the status and role of women in different households.

38. **KUMAT** (R S) : Women and Economic activity. Paper presented at the International Conference on Women and Development, Jaipur, 1985. (ISST)

Discusses the statistical measurement of female participation, which is limited to "gainfully employed in the production of economic goods and services", and points

out that this interpretation underestimates the actual contribution made by women. A second issue refers to the dual role of women—in the household and as a member of the work force. Other issues discussed are the problems of women in the unorganised sector of activity and the various prejudices regarding women's participation in economic activity.

39. **RAO** (Usha N J) : Gaps in definition and analysis. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. 37p. (ISI, ISST).

Examines some of the definitions and concepts of the term 'household' commonly used by the Census organisations—NSS, Department of Social Welfare, Rural Development, etc. The study of households involves a recognition of the ways in which the household recruits its members, kinship ties and relationships, the status and role of individual members, etc. A more meaningful interaction between the different official agencies, planners and social scientists may help in a better understanding and development of the members in the household.

40. **SEN** (Gita) and **SEN** (Chiranjib) : Women's domestic work and economic activity—results from National Sample Survey. *Economic and Political Weekly* V 20(17), 1985, WS 49-WS 56.

Explores the relationship between the dual roles of women—household work and women's place in the labour market. Labour force participation is limited by women's responsibility for child care and other domestic work. The importance of child care and domestic work will determine which women within the household will do which type of work, but will not affect overall labour force participation. The authors believe that family structure variables do not determine female labour force participation in India.

41. **Tamil Nadu, Department of Statistics, Manpower and Employment Cell:** Women's employment in Tamil Nadu 1979 to 1984—Sex composition, literacy, education, employment and unemployment of women, Madras, Department of Statistics 1985. 75p. (ISST).

Gives a statistical analysis of women's employment in Tamil Nadu. An analysis of live register data has also been done to highlight the trends in unemployment among educated women. The report pin-points the low participation rate of women in the labour force.

42. **VANAMALA (M):** Household as unit of research and data collection—Limitations and distortions. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1986. (ISI, ISST).

Examines the different definitions and concepts used for data collection and for other purposes in India, and discuss the impact of these concepts on the socio-economic status of Indian women.

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Women Workers—General Studies

43. **BANERJEE** (Nirmala): Modernisation and marginalisation. *Social Scientist* V 13(10-11), 1985, p 48-71.

Analyses the reasons why the impact of modernisation of Bengal economy on female workers, was sharply different from that of their male counterparts, and also from the model set by Britain in its early phases of industrial revolution.

44. **JAIN** (Devaki): Women and employment. Paper presented at Seminar on Indian Women's Forward Looking Strategies, New Delhi, 1985. (ISST).

Discusses the inadequacies of data about the economic profile of women. The obstacles to development are felt by women mainly because of modernisation, advancement of technology, poor access to credit facilities, ineffective implementation of Govt. measures. The Sixth Five Year Plan devoted attention to employment of women. Future strategies have also been laid out in the form of recommendations. Economic status of women should be improved and the legal rights of women in the area of employment should be enforced.

45. **KAPUR** (Promilla): Educated women workers. *Social Action* V 36(3), 1986, p 292-316.

Categorises educated working women in India into four groups—1) teachers, nurses and doctors, 2) white collar workers, 3) women in unusual occupations, 4) professions both in private and public sectors, like lawyers, accountants, architects, editors, journalists and business executives. The study indicates that besides the economic factor, women work to build up an individual status of their own to satisfy their intellectual and achievement needs, creativity, recognition and fame.

46. **SHANMUGASUNDARAM** (Yasodha): Socio-economic cultural aspects of women and work. Paper presented at Workshop on Women and Work, Hyderabad, 1985. (ISST).

Claims that any appraisal of economic roles of women has to distinguish between specific segments which are differentiated by socio-economic, cultural and locational characteristics as well as by degrees of adjustment to economic process. Employment of women in India is related to a variety of factors—age, education, husband's income, location of residence, family composition and job opportunities.

47. **SHARADA** (A L): Women and professions. Paper presented at Workshop on Women and Work, Hyderabad, 1985. (ISST).

Discusses the process of professionalisation in connection to women. With the emergence of an organisational culture there is also a change in the occupational hierarchy with some occupations attaining an identity of 'professions'. The relationship between women and professions can be perceived from two viewpoints—position of women in full fledged professions—medicine law, academics, etc. Another is the semi-professions—like nursing, teaching, secretarial work, etc., and their attempts at professionalisation.

Women in Industry—General Studies

48. Are the Women Workers rewarded for their special qualities? A survey/case study made by the Labour Ministry. *Voice of the Working Women* V 6(5), 1986, p 8-9.

Shows that women employed in the cashew industry in Kerala, despite being a majority, are very low-paid, and their cheap labour is taken advantage of. Although more women are employed because of patience and speed, yet they are not rewarded properly. The CITU and AIC-CWW raised their voice against the inhuman exploitation of women workers in industries, and the government admits that 53% of women workers are low-paid.

49. **BAUD** (Isa): Industrial sub-contracting-effects of putting out system in India. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISI) (ISST).

Attempts to highlight the following issues on the basis of studies conducted in the food processing industry in Bombay, the beedi making industry in Lucknow, South Indian Textile Industry, and the clothing industry in Delhi—a) the manner in which the production process is

organised against the way in which men and women work, b) the manner in which women participate in the labour process and the manner in which this change has to be looked into, c) the consciousness of women workers of their own situation and the manner in which they can actively organise.

50. **MENON** (Ramesh): Of inhuman bondage. *India Today*, 30.11.1985. Also published in *Voice of the Working Women* V 6(2), 1986, p 5, 6-20.

Narrates the situation in Ahmedabad where almost 10,000 contract labourers in some 60 textile mills are bound to the fortunes of a declining industry. The extreme uncertainty of their jobs makes them highly vulnerable to every conceivable form of exploitation, including sexual abuse. CITU is working on many cases where women have been sacked because they refused to respond to the sexual advances of their employers.

51. Socio-economic conditions of women workers in Textiles, Khandsari and Sugar Products Industries. *Voice of the Working Woman* V 6(1), 1986, p 5-6, 15.

Provides broad picture of the characteristics of women's employment, their working conditions, wages and earnings, the welfare amenities available to them vis-a-vis the legislative provisions, besides throwing some light on their socio-demographic characteristic and their living conditions.

52. Working Condition in Coffee curing works in Hassan District: *Voice of the Working Women* V 6(4), 1986, p 11-12, 23.

Describes the working conditions of Women Workers in the coffee curing works around Hassan district, Karnataka. Most often their wages are not paid as per Minimum Wage Act, they are deprived of welfare benefits, their workload is increased etc. Because of the anti-labour policies of the management, women workers resort to strikes.

Women—In The Informal Sector —General Studies

53. **AZAD** (Nandini) : Empowering workers. The Working Women's Forum Experiment in Indian Cities. Madras, Working Women's Forum, 1986. 182p. (ISST)

Provides an important insight into the patterns, types, nature and constraints of street trading, service rendering or petty trading in the informal sector. This is a comprehensive study in the field of female trading in the urban informal sector in India. The collection of fourteen occupational profiles describe the types of occupations that female workers undertake in the informal labour sector of Madras City.

54. **BANERJEE** (Nirmala) : Women workers in the unorganised sector—the Calcutta experience. Hyderabad, Sangam Books, 1985. 150p. (CSSS) (ISST).

Bases itself on a survey conducted on 400 women workers in Calcutta. The author focusses on the low wages, poor working conditions and lack of institutional support for workers in the unorganised labour market.

55. **BAXAMUSA** (Ramala M) : The story of women entrepreneurship movement. Paper presented at Third

National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Takes into account that women are not always aware of their rights in an exploitative system. It is however doubtful whether a programme to formulate a non-exploitative scheme for women's development would be successful or not. The paper throws light on this issue by describing and experiment of this nature, carried out in the small sector, where poor women are the entrepreneurs. The women entrepreneurship experiment was conducted by a team of social workers and researchers to develop a means of livelihood for the poor urban women living in a slum.

56. **BEZBORUAH** (Rekha) : Three case studies of non-government organisations, India. Geneva, ILO, 1985, 141p. (ISST)

(Refer to entry 245—Chapter 12).

57. **BHATT** (Ela R.) : The invisibility of home-based work—the case of piece-rate workers in India. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISST)

Defines the category of home-based workers. Those who are given the raw materials by another person (the employer) who in turn pays them by the 'piece-rate' on the amount of work they produce, are the 'piece-rate' home-based workers. They are generally women who combine their household tasks with production.

58. **BHATT** (Ela) : Women and self-employment, SEWA experience. Paper presented at International Seminar on Women and Development, Jaipur, 1985. Also presented at the National Workshop on Home-Based Workers in India, Ahmedabad, 1986, (ISST).

Finds from experience that the work of self-employed people can be divided into three categories—the home-based producers who get raw materials from outside,

the small traders and vendors who sell their wares in the market place, and the providers of services and manual labour. The largest chunk of the female population in India, is the self-employed women workers who are in the low income group. They suffer the most and SEWA tries to organise them into unions.

59. Dialogue on problems of self-employed women workers, Lucknow, 1986. Report. New Delhi, National Institute of Public Cooperation and Child Development. (ISST).

Concerns itself with women workers in the unorganised sector mainly self-employed women who are exploited in matter of wages and conditions of work. The issues discussed are—the types of economic activities in which self-employed women are engaged, the working conditions of these women, the difficulties encountered in organising self-employed women for collective action, strategy to make the nature of their employment more humane and rewarding.

60. **DIGHE** (Anita) : Women's employment in the urban informal sector—some critical issues. **Social Change** V 15(2), 1985, p 3-6.

Discusses women's participation in the economy and the labour force. A large percentage of women are concentrated in the informal sector of the urban economy, and are invariably engaged in low-paid, low-skilled jobs. In home-based production, a substantial number are invisible because they work at home, in a sporadic and informal manner in paid or unpaid jobs. More research need to be done to understand how the informal sector relates to the wider urban economy.

61. **GOTE** (Shubhangi G.) : Status of women construction workers in developing countries—an Indian study. Paper presented at Eleventh World Congress of Sociology, New Delhi, 1986. (ISST). (Refer to entry 120—Chapter 6.6).

62. **JUMANI (Usha)**: The future of home-based production. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. 23p. (ISST, ISI).

Examines whether home-based work, if properly recognised as work, will get a strong foot-hold in the world of labour and production. The future of home-based work will depend on the kind of industrialisation policies, on the nature of protection afforded, on the support services offered, and recognition as work. The future of homebased workers will also depend on the conception of a worker in the minds of policy makers—whether factory work alone is to be considered valid work.

63. **KALPAGAM (U)**: Organising women in informal sector—Discourse and practice on politics. *Mainstream V* 25(15), 1986, p 27-33.

(Refer to Entry 253—Chapter 12).

64. **KALPAGAM (U)**: Women, informal sector and forms of struggle. Paper presented at Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

States that women's struggles in the informal sector are diverse and at many levels. For a detailed discussion of the forms of struggle in the Indian context, the author feels the need to recapitulate the issues related to the informal sector in general, and to the gender specific issues related to it. The evolution and role of the informal sector, the general concentration of women in the informal sector, the specific problems of women who are engaged in home-based production, self-employed women and wage-employed women are discussed.

65. **LAL DAS (D K)**: Sex discrimination against female workers in unorganised sector. *Indian Journal of Industrial Relations V* 21(2), 1985, p 232-244.

Discusses how women, particularly those working in

the unorganised sector, are discriminated against. Potential employers remain convinced that they would produce a lower output per unit of labour input and so their salary remains meagre in comparison to that of men. There is not effective legislation to protect these women, and they are deprived of various benefits and services mainly because they are women.

66. **MATHEW (P M)**: Women and the so-called informal sector—strategies and counter-strategies. Paper presented at Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Draws upon evidence from Kerala. An important task of women's studies is to examine both the strategies and counter-strategies in the context of the women's movement in different historical settings. This paper is an attempt to examine the role of various women's organisations in Kerala in response to the strategies of the dominant classes and of the state, with special emphasis on employment in the informal sector.

67. National Workshop on minority women workers in unorganised sector, New Delhi, 1986. Report. (ISST).

Intends to bridge the information gap on the situation of minority women workers in the unorganised sector. The Minorities' Commission tries to collect data regarding trades and occupations in which poor women belonging to minority communities are traditionally engaged. Accordingly the workshop attempts to present some information relating to traditional occupations of minority women in the unorganised sector, such as—'Chikan' work, bidi work, lace work and embroidery, cashew industry, coir industry, fishing industry, textile and allied industries, Zardosi work, plantations, different household industries.

68. **PAL (Bulbul)**: Foragers yesterday, entrepreneurs today. *Indian Express, Magazine* 9.2.1986, p 3.

Indicates that the forests of Mount Gimar over Junagadh have been a difficult and hazardous means of livelihood for the town's bharawalis (firewood pickers). SEWA has provided these poor exploited women with safer, self-sufficient and rewarding occupations, transforming them into independent entrepreneurs.

69. **PANANDIKAR** (Surekha): Women entrepreneurs problem and potentials. *Economic Times* 26.12.-1985.

Analyses how women entrepreneurs are increasing in number. With the spread of education and a new awareness, women entrepreneurs are to be found in engineering, electronics and energy based enterprises. Women if trained and given opportunities can successfully venture into non-traditional industries. Today, no field is unapproachable for the trained and determined modern Indian woman.

70. **PRASAD** (Bhagwan): Enterprises for women. *Social Welfare* V 32(12), 1986, p 10-12.

Describes the emergence of different official and non-official agencies at the state and central levels, the new schemes, departments and institutes that promote entrepreneurship among women at different levels. It suggests that while a fair beginning has been made in the country for assisting women, more concerted efforts are called for.

71. **SINGH** (Sunila) and **Chakraborty** (Sreemati): Credit extension and women's organisation—two case studies in the informal sector. Paper presented at Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Suggests that women have to acquire better entrepreneurial skills which can come through better education and training facilities, knowledge of marketing, accountancy, technology, quality control etc. Both government and voluntary agencies can play an effective role.

Women's organisations can introduce their own banks and the poor, illiterate women in the informal sector are likely to benefit. Working Women's Forum and SEWA type organisations are needed all over the country. Poor women who have received loans from these organisations have felt the qualitative difference it has brought to their lives.

72. **SUNDAR** (Pushpa) : Education and socialisation of professional women—the case of women entrepreneurs. Paper presented at the Seminar on Socialisation, Education and Women, New Delhi, 1985. (ISST).

Illustrates a new phenomena in India through case studies—the emergence of women entrepreneurs. NAYE's Women's Wing estimates that there are approximately 50,000 women entrepreneurs in the country, running enterprises ranging from management of hotels and computer services to manufacture of garments, processed food, chemicals, electronics and engineering goods. To expose women entrepreneurs to new markets, it is suggested that they included in trade fairs, etc.

73. **WOMEN IN INDUSTRY** : Women home workers. *Voice of the Working Woman* V 6(3), 1986. p 5-6, 20.

Indicates the broad tendencies within home-based production based on experience of work in the unorganised sector. Crisis in the traditional industries, increasing concentration of home workers around new technology, exploitation of women involved in home-based production—all these indicate that issues involved in organising this large, invisible section of women go beyond the issues of working conditions, protective legislation, making the invisible visible in government statistics, although these issues are of immediate concern.

Women Workers: Studies By Occupation/Industry

6.1 Agriculture

74. **AGARWAL** (Bina): Women, agricultural development strategies and ecological imbalances—The Indian Context. Paper presented at the Asian Regional Seminar on Women and the Household, New Delhi, 1985. (ISST).

Examines the direct and indirect implications for women, especially those from poor rural households, of the agricultural development strategies and land use policies followed in India in the post independence period. The paper highlights why given thrusts in agricultural development strategies are likely to affect women and men of poor rural households differently and why the burden of poverty falls disproportionately on women. The paper also discusses the implications of the green revolution strategy on women in poverty. Finally, the factors underlying deforestation with the resultant ecological imbalances and their implications for rural women are traced.

75. **AGARWAL** (Bina): Women, rural poverty and agricultural growth in India. Paper presented at the

National Seminar on Structural Constraints to Growth with Equality, New Delhi, Institute of Economic Growth, 1985. Also published in *Journal of Peasant Studies* V 13(4), 1986, p 165-220.

Explores the links between gender, poverty and agricultural growth in India. It shows how women and female children of poor rural households bear a disproportionately high share of the burden of poverty. This is manifest especially in a systematic bias against females in the intra-household distribution of food and health care.

76. **AZAD** (M P) and others : Extent of participation of women in agriculture and allied enterprises. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 275-276. (ISAE).

Brings to light the extent of participation of women in agriculture and allied enterprises. It makes an attempt to study the family structure of different caste groups, to determine the participation of female workers in agriculture and allied enterprises, to analyse the utilisation of women labour in various farm operations and to estimate the contribution of female wage earners to the farm income as a whole.

77. **BOSE** (Sukla) : Caste, tribe and female labour participation. *Social Change* V 15(2), 1985, p 15-20.

Examines the relationship between tribe, caste and female labour participation among the poorer households in four villages of Bengal. Focusses on the caste hierarchy and sex-based division of labour. The households selected for analysis are those of agricultural labourers and poor peasants.

78. **DAUGAT (S B) and YADAV (D B) :** Role of women in crop production—a case study of a dry-farming area in Maharashtra. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in **Indian Journal of Agricultural Economics** V 40(3). 1985. p 164-265. (ISAE)

Illustrates the role played by women in crop production. The study covers a sample of 180 holdings from nine villages of Karjat tahsil of Ahmadnagar. It reveals that the average per hectare labour use for crop production was 23 days for a male and 12 days for a female. A study of the contribution of female labour to the total human labour requirement revealed that female labour constituted 43 percent of the total human labour utilization on the farm. As regards the use of female labour for various farm operations women undertake light operations but these are of no less importance. Their contribution accounted for one-third of the total human labour used in crop production on the farm.

79. **DHONGADE (M P) and others :** Participation of women labour in agriculture in Maharashtra. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in **Indian Journal of Agricultural Economics** V 40(3), 1985, p 265-266. (ISAE).

Studies the nature of participation of family women labour for the three crop regions—jowar region, cotton region and sugarcane region in Maharashtra, having varying degrees of resource endowment and infrastructure development reflecting different socio-economic conditions. The study is based on 144 holdings in which family women labour regularly worked on the farm. The study showed that the participation of family women labour in farm activities is related to economic development of the area and the farmers. The par-

ticipation was relatively low in the developed sugarcane area as also on the larger holdings which are financially better off.

80. **DUTTA (LN) and SHARMA (N)** : Contribution of female labour in agriculture—a case study of Ranchi district (Bihar). Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 272-273. (ISAE).

Attempts to evaluate the contribution of female labour vis-a-vis its male counterpart with empirical data from a backward agricultural region and tries to verify a few hypotheses regarding participation of female labour in the context of peasant agriculture. The major findings are—the percentage of female labour input is significantly higher on peasant farms, most of which belonged to the small and medium size classes. The organisational character of peasant households induces more female labour participation in agriculture. The women workers are generally allocated lighter works such as transplanting of paddy, weeding and harvesting.

81. **GULERIA (Amar S) and AGNIHOTRI (Brij)** : Contribution of female workers in the farm sector. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Journal of Agricultural Economics* V 40(3), 1985, p 271. (ISAE).

Tries to understand the nature of female labour participation in various farm operations, and also examines their contribution to the total farm and household income. The study is based on a primary household survey in the rural areas of Una district of Himachal Pradesh, and refers to the agricultural year 1982-83. Female workers accounted for 42 per cent of the total working force, whereas male labour participation stood

at 31 percent. The conclusion was that the monetary contribution of females in the farm income is found to be smaller than that of male labourers, mainly because of the low farm wages of female workers in the study area.

82. **JAIN** (Mahavir) and **NAYAR** (Meenakshi): Women agricultural workers of Bharatpur district—an educational camp. New Delhi, National Labour Institute, 1985. 25p. (ISST).

Details one of the efforts undertaken by National Labour Institute in collaboration with the Institute of Social Studies Trust. An educational camp for 55 women agricultural workers of some villages in Bharatpur district was held in 1984. From the exploratory visit, it became evident that a large majority of landless women work as agricultural labourers. Their problems, such as, paucity of land, lack of employment opportunities, low wages, bad working conditions, inhuman behaviour of land owners, exploitation by higher castes, were identified at the camp.

83. **KELKAR** (Govind): Women's work and Agricultural Technology. New Delhi, Centre for Women's Development Studies, 1985, 15p. (CWDS) (ISST).

Takes into account the relationship between women's work in subsistence agriculture and rural development strategies, both at local and national levels. In these strategies women are perceived as basically peripheral to agricultural and rural development programmes, and their multiple roles and work in the rural economy are generally ignored in the androcentric environment of planning and policy making. Technological and Scientific solutions to underdevelopment have not altered the unequal distribution of economic power and development benefits between women and men.

84. **MAROTHIA** (D K) and **SHARMA** (S K): Female labour participation in rice-farming systems of Chattis-

garh region. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 235-239. (ISAE).

Reports on a study conducted in three villages—Dharmapura, Labhand and Pirdha of Dharsiwa block of Raipur district. An attempt has been made to find out the female labour participation in paddy production and women's share in subsidiary activities in Dharsiwa block of Raipur district of Chhatisgarh plains region.

85. **MIES** (Maria) and others : Indian women in subsistence and agricultural labour. Geneva, International Labour Organisation, 1986. 158p. (ISST).

Undertakes a detailed study of working women in three villages in the state of Andhra Pradesh. After surveying the socio-economic and historical background and evolution of the region, the author examines successively the pattern of women's work, the level and sources of their income and expenditure, the process of economic change and of impoverishment and the emergence and role of women's organisations. While gathering and analysing information and impressions, the research team contributed to a better understanding of working women of their situation and problems, and to their struggles to organise and control the forces determining the pattern and conditions of their work.

86. **NAIR** (Sobha) : A profile of the women labourer in Kerala—a life course perspective. Paper presented at the Eleventh World Congress of Sociology, New Delhi, 1986. (CDS).

Gives an account of a case study of a women agricultural worker in Kuttanad, the "rice bowl" of Kerala. Her basic needs and social support system are examined from a life course perspective. A woman of the scheduled caste begins working in rice culture from a very early

age, and although married early, does not get any support from her husband, and she is expected to maintain the children with her own earnings. Long hours of work and poor diet drain her vitality, and she is deserted by her husband in old age. Sweeping changes taking place in society are destroying the traditional social security system. The newly emerging social security system and its adequacy is examined in the context of the needs and problems of the Kerala women against the totality of her life course.

87. **PANGHAL (B S) and MANGE RAM :** Employment pattern of women labour in Haryana Agriculture. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 30(3), 1985, p 273. (ISAE).

Examines the nature and extent of employment pattern of women labour on farms in different agro-climatic zones of Haryana state. The analysis is based on the data collected under the project "Comprehensive Scheme to Study the Cost of Cultivation of Principal Crops in India-Haryana", during 1983-84, covering a sample of 200 farmers representing small, medium and large farms. The study has revealed that as the size of farm increased the participation of woman labour also increased.

88. **SARADAMONI (K) :** Women, reproduction and work. Paper presented at the Asian Regional Seminar on Women and the Household, New Delhi, 1985. (ISST).

Highlights how reproduction affects agricultural labour, women's work and life. The study is conducted in Tamil Nadu and Kerala, covering 5 villages in each state. The respondent in each household is a woman agricultural labourer. The study shows that women's work is highly crucial in these households and not marginal. It is this

work and income which gets affected when women stop working on account of pregnancy. The paper has tables giving data on (1) average number of pregnancies and working habits in different villages (2) child care arrangements as found in households when respondents go to work.

89. **SATPUTE** (Shailaja): Women and agrarian struggle.

Paper presented at the National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Classifies agrarian movements into two distinct categories—movements launched by middle and rice farmers with the motive of channelising developmental resources towards agriculture, and those launched by poor farmers and landless labourers, who are deprived of the benefits of development. The author tries to focus attention on women's participation in these movements, especially with reference to Aurangabad district of the Marathwada region consisting of seven districts of Maharashtra state. In Marathwada, most rural women are small peasants and landless labourers. In addition, the author also examines the condition of women belonging to nomadic tribes.

90. **SINGH** (D V) and **BHATI** (J P): Women in hill agriculture—a case study of Himachal Pradesh. Paper

presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 269. (ISAE).

Examines the role of women in the agricultural economy in Himachal Pradesh. The study, based on data pertaining to 120 farm households from ten villages reveals that among the farm workers the proportion of females was higher than males. About two thirds of their time was spent in tending cattle and one third for crop-production activities. In crop-production activities, women's work accounted for 66 percent on marginal farms, 55

percent on small farms. and 57 percent on medium farms. Changes in crop production technologies would add to the existing work of women whereas livestock improvement programmes would reduce this work load.

91. **SISODIA (J S)** : Role of farm women in Agriculture—a study of Chambal command area of Madhya Pradesh. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985 p 223-234. (ISAE).

Describes the contribution of women's labour in agricultural production, responsibility for the management of cattle and other farm animals, for storage of seeds and marketing and decision-making. The magnitude of the female labour participation rate in specific field operations as well as in other activities supportive to the agricultural production process, the level of participation of family female labour in the decision making process, the association between female participation in agriculture and economic-demographic characteristics are the questions sought to be answered in the paper.

92. **VOLIMIHENI (Shobha)**: Rural women and development—a study of female agricultural labourers in Telengana. Warangal, Kakatiya University, 1985. *Indian Dissertation Abstracts*, V 15(3), 1986, p 393-401.

Examines the socio-economic status of women agricultural labourers of Telengana, the level of their participation in their family affairs, assesses the quantity of work and identifies the jobs available for women in agriculture. Four villages in two different districts—Warangal and Nizamabad—of Telengana region, were selected for the collection of data while examining the life styles of certain women involved in the agricultural labour, information has also been gathered about their problems and working conditions. The female agricul-

tural labourers, like other working women are demanding equal opportunities and equal wages as male labourers.

93. **YADAV (C P) and YADAV (R N)** : Effect of changes in cropping pattern on female work participation. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 274-275. (ISAE).

Attempts to evaluate the effect of changes in the cropping pattern on female work participation using an inter-temporal approach. A comparison has been made of the cropping pattern, cropping intensity, female participation in agricultural operations and seasonal variation in labour use, at two points of time—1966-67 and 1980-81, representing pre-green revolution and green revolution periods respectively. Female participation was found to be highest on small farms. Women also participated in a variety of farm operations such as land preparation, transplanting, harvesting, mechanical threshing, winnowing and primary processing of agricultural commodities.

6.2 *Armed & Civil Services*

94. "An all-woman crew" : *Times of India*, 14.1.1986, p 5. Highlights that Indian Airlines has become the first aircarrier to fly passengers with an all-woman crew on a scheduled airline flight.
95. **BARSE (Sheela)** : Policing by women for women. *Indian Express, Magazine*, 12.1.1986, p 2. Opines that a separate sphere of work, separate recruitment, police selection tests, training programmes, character of duties and responsibilities, and a different kind of work environment for women police must be evolved.

96. **BASAK** (Sanjoy) and **SIPAHIMALANI** (Sanjay) : The second force—Women in Calcutta Police. *Weekend Telegraph*, 4.8.1986, p 9.
States that women in Calcutta police are neither competing with nor adding to the work, which their male counterparts are doing. The author is of the opinion that women are best suited for certain jobs only, like administration, where they can perform a relatively better role.
97. **CHATURVEDI** (Gita) : Women administrators of India—a study of the socio-economic background and attitudes of women administrators of Rajasthan. Jaipur, RBSA Publishers, 1985. 328p. (ISST).
Analyses the socio-economic background and attitudes of women administrators of India. The focus is on senior bureaucrats holding important administrative positions in different departments of the Government of Rajasthan and the senior-level administrators heading educational institutions in the state. Besides providing comparative perspective of these two distinct categories of women administrators, the author analyzed the attitudes and orientations of women administrators towards various dimensions of political modernization, variegated facets of social change and diverse aspects of economic development in India. Using certain psychosocial variables as a support to her findings the author looks at the specific problems that women administrators face at home as well as in office.
98. **GAWANKAR** (Rohini S) : Women's industrial working class—a case study of air-hostesses in Indian Airlines of Western Region. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).
Presents a study of air-hostesses of Indian Airlines in Bombay region only. These working women had no problems consequent upon nationalisation of the aviation industry. But gradually, they have started feeling

the impact of a heavy work load. The author met many stewards and air-hostesses in Bombay, to enquire about their working conditions. She also discusses the participation of air-hostesses in Union work and the problems associated with their work schedules. The management's policy of maximum utilisation of aircrafts has turned into maximum exploitation of these girls. In recent times, they are becoming very conscious of their rights and do not consider themselves a privileged class.

99. **RAJAGOPAL** (Lakshmi): Women in railways. *Indian Railway V* 30(5), 1985, p 21-23.

Highlights that women are accepted only in Accounts and Medical services but denied entry to Traffic or other work. But women are slowly eliminating their reluctance and there is marginal improvement in women's participation in the 'superior' services on the railways. There is statistical data on female employees employed in the different departments of Railways.

100. **SWARNLATA**: Women IAS officers on their dual roles. *Social Welfare V* 32(2), 1985, p 13-14.

Discusses how women IAS officers handle various aspects of their career, including the special problems they face as women officers, their relationship with their senior and junior colleagues, the problem of their being posted with their husband and the like. The problems faced by women officials—such as adjustment to the surroundings, jealousy of male officers, the twin problems of job and family, and the problem of the overprotective behaviour of the bosses.

101. "Women seek role in police": *Indian Express*, 18.1.1986, p 1 & 3.

Discusses, why, of late, more and more women are joining the police force. This is especially true of Delhi, because Delhi has long suffered for want of an adequate number of police women. It was felt that the scope for

employing woman constables has increased tremendously with crimes against registering a steep hike in recent years. The city has also felt the need for more women constables. The areas where they can work have increased beyond expectation..

6.3 Banking

102. **AMBERKAR** (Geeta) : Women's Wing of All-India Confederation of Bank Officer's Organisation. Paper presented at the National Seminar on A Decade of Women's Movement in India—achievements and issues. Bombay, 1985. (CWDS) (ISST).

(Refer to entry 242—Chapter 12).

103. **KANHARE** (Usha) : Bank officers, trade unions and women officers. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

(Refer to entry 254—Chapter 12).

104. **SRINIVASAN** (Kamala) : Women in banking and professional struggles. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Reports on an empirical study of a small sample of women working in nationalised banks. The survey aimed at getting an insight into the typical problems encountered by women bank employees, their individual and collective effort to tackle these, their felt needs at work place as well as at home, their interest and involvement in trade unions and their perception of their roles. Suggestions were elicited for amelioration of their difficulties.

6.4 Beedi and Tobacco Industry

105. **ANURADHA** (G) and others : Women workers in the beedi industry—an action research programme

at Vellore. **National Labour Institute Bulletin** V 2, 1986, p 56-68.

Presents an account of an action-research programme for women workers in the beedi industry conducted in Vellore from March 18-22, 1986. It consists of three parts—the first part presents a comprehensive picture of the structure of production in the beedi industry and also presents the views and opinions of a cross section of people who are involved in the beedi industry. The second part outlines the features of the action programme. The nature and type of follow-up action is suggested in the last part.

106. **BHATTY** (Zarina): Economic role and status of women—a case study of women in the beedi industry in Allahabad. **Manushi** No. 27, 1985, p 29-32.

Reports an intensive study of women beedi makers in three tehsils of Allahabad district of Uttar Pradesh. The author presents facts regarding the organisation of the industry, and women's contribution to household income as a result of beedi-making and housework.

107. **DATAR** (Chhaya): Divisions and unity—dynamics of organising bidi and tobacco workers at Nipani. Paper presented at the Third National Conference on Women's Studies, Chandigarh 1986. Also published in **Manushi** No. 33, 1986. (ISST).

Gives a description of the tobacco and bidi workers at Nipani, located on the Karnataka—Maharashtra border, the nature of the work performed by them, and how they are being mobilised to establish their claims and demands. Tobacco and bidi work is regarded as 'women's work' mainly because very few men are involved in this profession. There are 79 bidi tobacco processing factories at Nipani and about 5000 women working there. Mechanisation has resulted in the transfer of the tobacco industry from the informal sector. The women workers' trade union has become a women's organisation, taking up the challenge not only

to redress economic grievances but also to change the personal lives of women.

108. **DATAR** (Chhaya): Organising of women tobacco and bidi workers in Nipani—a historical perspective. The Hague, Institute of Social Studies, 1985. 315p. Extract presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Identifies the tendency towards the mechanisation of tobacco processing activity while documenting the history of the organising-activity of tobacco workers. The existence of the devdasi system came to light while studying the social organisation of women workers, and a need to develop a new perspective has been pointed out in the study, which will be useful for the institution being set up at Nipani on the initiative of the union of tobacco and bidi workers, for the rehabilitation of devdasis. After discussing the nature of the tobacco-processing work and bidi rolling work, the author analyses the various issues involved in the struggles of bidi-tobacco workers, and the methods used for empowerment of the women.

109. Displacement of workers from bidi tobacco industry by mechanisation—report of a Workshop held at Nipani, 1986. New Delhi, Ministry of Labour, 1986. (ISST).

(Refer to Entry 239—Chapter 11).

110. **JAYASINGH** (J Visuthas): Women beedi workers of Vellore. *Social Welfare* V 31(11), 1985, p 26-27.

Reports on a socio-economic survey conducted by the Department of Social Work to look into difficulties and problems of women beedi workers at Kalinjur and Chathuvachari panchayats at Vellore. The major objectives of this study were to understand and socio-economic background of women beedi workers, to study their employment patterns, and to find out the difficulties and problems of these women workers.

111. **JHABVALA** (Renana) and others: Women who roll bidis—two studies of Gujarat. Ahmedabad, Self Employed Women's Association, 1985. (ISST).
Describes the socio-economic conditions, training, organisation of production and legal rights of bidi workers. Also refers to various laws pertaining to bidi workers and examines to what extent these have been effectively implemented.
112. **MEHTA** (Prayag): Mortgaged child labour and women beedi works of Vellore. New Delhi, National Labour Institute, 1985, 13p (ISST).
Describes a meeting with women workers of Vellore organised through the efforts of National Union of Working Women (NUWW), from which many facts came to light. The women beedi workers are active members of the Union and are well aware of their problems. They have been forced to mortgage their children because of their low wages, and these children are maltreated by the sheths for whom they work. As a result, these children do not work for their mothers, who continue to become poorer. So these women have joined the Union and the credit cooperative.
113. "No maternity benefit for women in beedi industry in Maharashtra". *Voice of the Working Woman* V 6(5), 1986, p 4-5.
(Refer Entry 25—Chapter 1).
114. **PILLAI** (Lakshmi Devi K R): Women beedi workers in a Kerala village. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST, ISI).
Compares the situation of women beedi workers working in a factory system with those working at home in relation to employment, work output wages, working and health conditions, benefits, etc.
115. **PRASAD** (K V Eswara) and **PRASAD** (Anuradha): Bidi workers of Central India—a study of production process and working and living condi-

tions. New Delhi, National Labour Institute, 1985. 196p. (ISST).

Presents the working and living conditions of selected bidi worker households in Bhandara and Sagar districts, where data was collected. Also includes an analysis of the growth of the industry in the two districts and the relations of production therein. The role of the state in aiding the bidi workers is examined. The concluding section deals with suggestions provided from an analysis of the findings of the survey.

116. **PRASAD** (Anuradha) and **PRASAD** (Eswara) : Cooperatives for Bidi workers in Maharashtra—rhetoric and reality. Paper prepared for the National Workshop on the Workers in the Bidi industry, New Delhi, 1986. (ISST).

(Refer to Entry 264—Chapter 12).

117. **RAJAMANI** (G) : Status and welfare of women beedi workers—a case study. Warangal Kakatiya University, Department of Public Administration, 1986. 169p. Dissertation.

Presents a study the objectives of which were to understand the socio-economic background of women workers; to examine the interaction of women's role and status in the locality in which they live and work, and to study their employment patterns. Three hundred women workers of 163 beedi factories in Warangal were surveyed for the study.

6.5 Cashew Industry

118. "Are the women workers rewarded for their special qualities?" Case study of low paid women workers in cashew industry. *Voice of the Working Women* V 6(5), 1986, p 8-9.

(Refer to Entry 48—Chapter 4).

6.6 *Construction Work*

119. **ATCHI REDDY (M)**: Socio-economic conditions of women construction workers in Hyderabad. Paper presented at the Workshop on 'Women and Work', Hyderabad, 1985. (ISST).

Surveys twenty families in the city of Hyderabad to look into their working and living conditions and compare it with their counterparts in villages. Throws light on the problems faced by the poor workers living in the urban slums. The first section deals with the methodology adopted to analyse the living conditions of the female construction workers in the city of Hyderabad before they came to the city. The second and third sections analyse the working and living conditions of women construction workers, and compares them to conditions in the villages.

120. **GOTE (Subhangi G)**: Status of women construction workers in developing countries—an Indian study. Paper presented at Eleventh World Congress of Sociology, New Delhi, 1986. (ISST).

States that the position of women construction workers, a significant group of women in the unorganised sector in India is of a peculiar character, as they constitute a majority of the workforce, and also a most neglected one in male-dominated societies. The purpose of studying these women construction workers was to see whether these women, belonging to low income groups are able to participate in the benefits of democracy or modernisation. It was found that constitutional and legislative measures benefiting them have not reached them even after 40 years of independence. Women construction workers in Aurangabad city were chosen for the study.

121. Women construction workers—most silent and exploited workforce.—Report of the workshop on problems of women construction workers, New Delhi, 1986. **NIPCCD Newsletter**, V 7(2), 1986, p 1-4. (Refer to Entry 235—Chapter 10).

122. "Women masons second to none in Vellore". *Jagriti*, V 30(11), 1986.

Discusses the efficiency and craftsmanship of women construction labourers in Kanjampadi. The Community Development Society undertook a pilot project for assessing these women labourers. It has been found that these women have become masters of the craft. As a result, they have established a strong presence in work projects, such that when the male workers cannot arrive at a decision, the women masons rise up to the situation.

6.7 Dairying

123. **ATREYA** (Gita) and **CHEN** (Marty): Case study of women's dairy programme. New Delhi, Ford Foundation. 1985. 30p. (ISST).

Describes the achievements of Bhagavatula Charitable Trust's women's program, namely, training and supporting women in improved animal husbandry/dairying, and training women to serve as village-based para-veterinarians. Experience and observations showed that women play a major role in dairying. While dairying is secondary to agriculture, it is of primary importance to the landless, especially poor landless women, as cattle are their only productive assets.

124. **ATREYA** (Gita): Sathmadurai women's dairy cooperative—a case study. New Delhi, Ford Foundation, 1985. 27p. (ISST).

Highlights the formation of a dairy cooperative to integrate women into different aspects of dairying, and illustrates that dairying is an economically viable activity even in the case of households with little/no land holding. Illiterate village women have proved themselves capable and ready to absorb specialised knowledge and understand the economics of dairying activities. The paper contains a brief history of the organisation, a description of the pre-project situation, the problems and successes of cooperative formation. Also

provides data on member experiences, perceptions and dairying practices.

125. **MITRA** (Manoshi) and **Aruna Kumari** : Integration of rural poor women into cooperative dairying—a case study from Andhra Pradesh. New Delhi, Ford Foundation, 1985. 49p. (ISST).

Attempts to look at the problems and prospects of providing women from poor households with an asset base and income source through acquisition of milch bovines and provision of adequate inputs and services, and marketing arrangements within the overall framework of a dairy cooperative. Focuses on a project jointly supported by the Andhra Pradesh Dairy Development Cooperative Federation, and the Ford Foundation. Three districts, Nalgonda, Krishna and Chittoor have been selected for the study.

126. **MITRA** (Manoshi) : The woman and the sacred cow—women in dairy production. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISST, IST).

Tries to understand the nature and impact of the Operation Flood Programme on the women dairy producers. The planners are of the opinion that acceleration of dairy production is dependent on the large-scale involvement of the women of rural poor households. The present study was carried out to generate information of women's labour participation in dairy production in households of different classes. Under the Operation Flood Programme, the pilot project to integrate women into dairy development was to be taken up in the three milksheds of Krishna, Chittoor and Nalgonda—Rangareddy.

127. **CHEN** (Marty) and others : Indian women, a study of their role in the dairy movement. Delhi, Shakti Books, 1986, 153p. (ISST).

Compiles case studies and essays on the role of rural women in India's dairy sector, and of attempts to inte-

grate rural poor women into the national dairy movement. Four case studies explore in detail women's dairy programmes in different parts of the country. The first discusses women's cooperatives set up by the Andhra Pradesh Dairy, the second describes a non-government programme in Andhra, the third examines Self-Employed Women's Association's dairy cooperatives in Gujarat aimed at poor women only, and the fourth describes one cooperative set up by a non-government organisation in Tamil Nadu.

128. **MITRA (Manoshi)** : Designs, implementations of development project—a look at women's integration into organised dairying in India. New Delhi, Ford Foundation, 1985. (ISST).

Discusses women-specific programmes versus integration of women into national programmes, proper assessment of spheres of activity in which women are heavily involved and their skill requirements to improve output and quality, technical inputs, marketing, credit etc. Integration of women in dairy development is looked at with support from a survey in Andhra Pradesh and the details of this project, actions taken to improve the lot of women, and the recommendations made, have also been discussed.

129. **MITRA (Manoshi)** : Women and work in the livestock company—an introduction. New Delhi, Ford Foundation, 1985. 23p. (ISST).

Sums up the twin roles played by livestock farming vis-a-vis the agricultural economy. In the light of the opinion that dairying is women's work and the income is women's income, the author thinks it important to consider some issues like—women's work and household dynamics, women's access to livestock and women's labour in maintenance of dairy livestock and production, structural interventions for women's integration into the modern, organised dairy sector.

6.8 *Development Work*

130. Approaches to female village forestworkers in the Social Forestry Project, Orissa, India. Danderyd (Sweden), Swedforest Consulting AB. 1986. 75p. (ISST).

Deals with how to carry out a female VFW's (Village Forest Workers) duties by taking an offensive approach, within the overall objectives of the Social Forestry Project, the female VFW would start her work by focussing on the households, needs, and continue with involving the households and the community in planning and implementation of the forest-related activities. This need-based development activity would continuously be carried on by the village-people even with little or no assistance from outside. The Orissa Social Forestry Project will pay special attention to the role of women as housewives, fuelwood collectors, head-loaders etc, and also as an important support group to the project.

131. **BHANDARI** (Neena): Women in development. *Femina* September 1986, p 39-42.

Talks to some of the dynamic women activists who are working tirelessly to improve the lot of the tribal communities of Rajasthan. They have been working at the grassroots level, with the tribals of Udaipur—educating them to realise their own worth. One of these women has been actively associated with the research and evaluation studies on tribal development programmes and schemes.

132. Pune Mahila Mandal—a report. *Social Welfare* V 32(7), 1985, p 20-22.

Defines the activities of a voluntary women's organisation by the name of Pune Mahila Mandal, which centers to women and children affected by the fast pace or urbanisation. Their complex of activities includes the working women's hostel, Family Planning Centre, Swa-

sthya Kendra, Library, Legal Aid Centre, etc. They have received financial support both from individuals and from the government and no efforts are being spared in widening the horizons of welfare work for women and children.

133. Seminar on Women and Development, New Delhi, 1986. A report. *Social Welfare* V 33(1), 1986, p 2-7.

Gives an account of a seminar organised by the Central Social Welfare Board, in which the participation of different prominent women social workers and activists was remarkable. The Minister for Women's Welfare appreciated the work done by CSWB in supporting voluntary work in the country and asked the Board to shift its emphasis from welfare to development in the light of new roles the Indian women were expected to play in the new socio-economic situation prevailing in the country.

6.9 Domestic Work

134. PRABHA RANI and KAUL (Poonam): For two meals a day—a report on Tamil domestic maids. *Manushi* No. 35, 1986, p 2-15.

Reports on a survey conducted on Tamil women working as domestic maid-servants in Delhi, to understand the pressures which push them out of their villages in the south to a distant city in the north, the nature of the work they undertake, the reasons for taking up one kind of work and not another, if there is a choice—and their living conditions in the city.

6.10 Electronics Industry

135. Disadvantaged women take to electronics and T.V. technology—Punjab Association, Madras. *Social Welfare* V 33(5), 1986, p 21-22.

Gives an account of a voluntary organisation the Punjab Association, Madras, which attempts a betterment of the lot of women in distress by providing them train-

ing and employment opportunities in the fast developing Electronics and T.V. Technology industries. The training programmes enable the women to fit in as Winding Operators, Assembly Technicians, Bench Test Assistants, Research and Development Coordinator, and Floor Discipline Methodist. Besides imparting training in electronics to needy women, the Association has an ambitious scheme of setting up a small Scale Unit at Vaniyanchavadi with the capacity to manufacture 10,000 T.V. sets per annum, generating enormous job opportunities in T.V. technology for trained women in rural areas.

136. **KAUL (Poonam) and PRABHA RANI**: More operated than operating-telephone operator's attempts at self-organisation. *Manushi* No. 36, 1986, p 14-16. Relates the working conditions under which telephone operators have to carry out their work, their constant problems, the factors affecting their health, and the embarrassing attitudes of and remarks from people from different levels of society. Most of the women express active indignation against the unions, who they feel, are hands in glove with the management. The greatest difficulty women face in struggling for their rights, is the lack of time. Naturally, the injustice and exploitation continue to prevail. The article mentions the incident which took place in Delhi, when the women protested against the action of a Member of Parliament.

137. Lady telephone operators. *Voice of the Working Woman* V 6(6), 1986, p 16-17.

Describes the nature of the job, the problems faced by lady telephone operators (LTOs), the frequent harassment from customers, and official seniors for no fault of theirs, and the odd timings of their duties. They have to make and take calls in pursuit of their profession without any personal interest, continuously for eight hours, which is strenuous and nerve-racking. The nature of the job involves physical presence at the point of

duty all the time, as they may be punished for not attending to subscribers. The equipment being frequently defective, delays occur and the ultimate blame goes to the LTOs. Moreover, the facilities provided to LTOs are negligible.

6.11 Fishing and Fish Processing Industry

138. Institute of Social Studies Trust : Fisher-women of Tadri—a Socio economic Survey. Bangalore, ISST, 1985. 2v. 224, 71p. (ISST).

Describes the present position of fisherwomen within the Tadri area. The survey deals with the division of labour, resources and responsibility within the fishing families and other social contexts where the women participate, the remunerative activities of the women, such as fish vending, shell gathering, etc. Description of the work where women are engaged as wage labourers, recruitment/salary, working conditions, allocation of the labour power of women to various activities—fall within the scope of the study. About 1900 fisher households distributed over 43 villages in the Tadri area form the base of the study.

139. PATEL (Haribhai G) : Keralite migrant fisher female labour in fishing industrial units of Veraval city. Paper presented at the National Seminar on Migrant Labour and related issues. Ahmedabad, Gandhi Labour Institute, 1985. (GLI).

Attempts to highlight several issues and problems of Keralite migrant females working in fish processing units of Veraval city of Gujarat. Approximately 700 female workers have migrated from Kerala and are engaged in fish washing, peeling, grading and packing activity. Working conditions of this female labour force have been found to be far from satisfactory. Their relatively low wages is due to their segregation from the local society, created deliberately by the

middle men through whom they get jobs and on whom they depend.

6.12 Food-Processing Industry

140. **KRISHNASWAMY** (Lalitha): Women workers in food processing industries in Ahmedabad. Paper presented at the National Workshop on Home-Based Workers in India, Ahmedabad, 1986. (ISST).

Studies women involved in the food-processing industries. Investigation surrounds issues such as size of the operational units, methods of obtaining raw material, input, the organisation of processing obtaining credit facilities, sale of products, improving technology in order to cater to larger demand and making sure that the largest share of the gains from these activities remains with women workers.

141. **MITALI ASSOCIATES**: Women in food processing industry—a survey in Gujarat Ahmedabad, Mitali Associates, 1986. 46p. (ISST).

Highlights a survey on women engaged in food processing activities in Gujarat. Ahmedabad, Surat and Baruch were selected as 3 centres for the field survey in Gujarat. The objectives were to provide a critical account of the activities of women engaged in food processing, to identify food products which have potential for exploitation by women, to make a study of the market for food products with special reference to demand estimates, to identify women's groups which may take up projects to meet the demand for food products thereby creating employment opportunities for women, to evolve a suitable strategy to help realise other objectives. A similar survey has been undertaken in Maharashtra by V.L. Mehta Centre for Decentralised Industries, Bombay.

6.13 Forestry

142. Approaches to female village forest workers in the Social Forestry Project, Orissa, India, Dauderyd (Sweden), Swedforest Consulting AB, 1986. 76p. (ISST).

(Refer to Entry 131—Chapter 6.8).

143. **CHAND SETH** (Malini) : Women and forests. Paper presented at ELC Women. Environment and Development Workshop, NGO Forum, Nairobi 1985. (ISST).

Discusses the problem that women who are the main users for forests, have been denied any access or control in the management of forests. The region taken into consideration is a hill district in Uttar Pradesh. Which has become known as the initiator of the famous Chipko Movement, the world's most well known grass roots ecodevelopment movement. Suggests that the basic concept in any social forestry scheme should be the involvement of the people particularly women in the afforestation schemes.

6.14 Handlooms and Handicrafts

144. **BAHUGUNA** (Anjali) : Role of Bhotiya women of Garhwal in home-based production of wool. Paper presented at the Asian Conference on Women and Household, New Delhi, 1985. (ISST).

Examines the production of wool, based on a general study of the home-based production of the Bhotiya women of Garhwal. The study, first discusses the area and the scheduled tribes of Uttara Khand in the Himalayan region and then looks at the economics of home-based production of wool. The Bhotia workers are generally women who exclusively engage themselves in weaving. They make Thulma, Chutka, Gudma, Pankhi Pashmina, Shawls, Dan and Woollen cloth for making coats and pyjamas.

145. **BROUWER (J)**: A matter of liminalities—a study of women and crafts in South India. Paper presented at the Asian Conference on Women and Household, New Delhi, 1985. (ISST, ISI).

Conceptualizes the traditional division of labour between the sexes in fourteen different crafts in South India, including crafts in which women fully participate, crafts in which women are partly engaged and crafts that are the sole realm of men. The author argues that the division of labour observed between the sexes in the crafts is an empirical manifestation of ideas about people and their environment. Analyses aspects of raw materials, processes of production and the nature of the finished products.

146. **NIGAR (Fatima Abidi)**: Home-based production—a case study of women weavers in a village of Eastern Uttar Pradesh. Paper presented at the Asian Conference on Women and Household, New Delhi, 1985. (ISST, ISI).

Attempts to focus attention on problems faced by women in the home-based textile industry. With a view to probe deeper into the problems, the weaving processes, the cycle of production and problems related to marketing have been considered. The data used in the study has been taken from an ILO project conducted by Operations Research Group (ORG). The project was based on three villages of Uttar Pradesh—two from Western, and one from Eastern part and an urban centre (Lucknow), the capital of the state.

147. **PANDE (P N)**: and **PAPOLA (T S)**: Women khadi workers—a study of economic conditions and status of women spinners in Uttar Pradesh. Lucknow, Giri Institute of Development Studies, 1985. 60p. (ISST).

Seeks to examine some aspects of women's participation in Khadi activities. Besides looking at the extent of participation and involvement of women in khadi

work, an attempt is also made to relate this work with the household situation particularly in terms of economic contribution by women through this activity, time use pattern and combination and conflict of Khadi work with other productive work and household chores. The problems that the women workers face in the performance of Khadi work are also highlighted. An attempt is also made to examine whether and to what extent this work and income derived from it improves the position of women in the household and the community. Three districts—Almora, Muzaffarnagar and Ballia were selected for the study.

148. **SINGH** (Manjit) and **IYER** (Gopal K) : Women workers in Ludhiana export hosiery industry. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Explores the following aspects of women's work in Ludhiana export hosiery units—1) the extent and nature of employment of women workers in different processes of fifteen major export units, 2) the nature and conditions of employment in the fabricating units of Ludhiana export hosiery industry, 3) wages of women workers in different processes of the export hosiery industry. The major concentration of women workers was in the areas where women's traditional skills were involved, such as winding and embroidery.

6.15 Hotel Industry

149. **SINGH** (Preeti): Women in professions—a study of women in hotel industry. Paper presented at Seminar on Socialisation, Education and women, New Delhi, 1985. (ISST).

Analyses a study conducted on 20 hotels of Delhi to collect employment data before and after Asiad 1982 to examine the projected demand for women employees in future, with a view to looking into the possibility

of opening training centres in colleges as part of non-formal employment oriented educational programmes.

6.16 Lace-Making

150. **MIES (Maria)**: The lace makers of Narsapur—Indian housewives produce for the world market. *Women's World* No. 10, 1986, p 31-33.

Examines the conditions of life and work of women lace makers of Narsapur, West Godavari district, Andhra Pradesh. Shows that while the exploitation of the lace workers of Narsapur has enabled some men of the area to become capitalist manufacturers engaged in export trade, the integration of the labour of these women into a world system of capital accumulation has not and will not transform them into free wage-labourers. It is precisely the fact of their not being free wage labourers, but housewives (considered non-working), which makes capital accumulation possible in this sector.

6.17 Law

151. **PAUL (John)**: Removal of the sex bar in the Indian legal profession—a historical note. Adapted from doctoral dissertation at University of Wisconsin, Madison, 1986, entitled "Vakils of Madras, 1802-1926, The Rise of the Modern Legal Profession in South India". *Cosaw Bulletin* V 4(4). 1986, p 21-25. (CED).

Recounts the history of the removal of sex discrimination in the legal profession in South India. Although women are no longer banned from practising law, the number of women lawyers in India today remains miniscule. The 1971 census estimated that there were 1700 women lawyers. The numbers are growing, now the ratio is 1 in 10. However few women have secured prestigious judicial appointments and many continue to

face problems arising from the lingering prejudices of male colleagues as well as clients.

6.18 Leather Industry

152. USHA (P) : Mechanisation and labour utilisation—leather industry in Tamil Nadu. *Economic and Political Weekly* V 20(4), 1985, 167-172.

Discusses about the effects of an Export Trade Control Order in August 1973—which attempted to encourage the exports of high value added products of finished leather and leather products by restricting the exports of semi-finished leather—on the composition of labour in the tanning and finishing industry in Tamil Nadu. The paper is based on material collected during field surveys of tanneries in the North Arcot district of Tamil Nadu. Female workers are primarily employed for two sets of jobs—1) picking, dusting and drying wool which has to be done mostly outside the factory premises, and 2) breaking myrobalan nuts, sweeping, washing collecting water, etc.

6.19 Literature/Journalism

153. Discrimination faced by women journalists. *Voice of Working Woman* V 5(1), 1985, p 15-16.

(Refer to Entry 14—Chapter 1).

154. MUSTAFA (Kulsum) : I took up my pen to write about a suffering people. *Femina* V 26(20), Oct-Nov. 1985, p 105-107.

Describes how a woman, who had never thought of entering the world of writing, took up to writing forceful clauses about the poor and downtrodden. Moved by the injustice inflicted on the weaker sections of society, this woman decided to open the eyes of the masses through her writings.

155. SHINTRI (Sarojini) : Women's writings in Kannada in

the women's decade (1975-84). *Samya Shakti* V 2(1), 1985, p 50-54.

Studies how women writers with their keen perceptions and higher degree of emotional involvement responded in their awareness towards the developments during the Decade for Women. A review of their writings in Karnataka shows that they have been shockingly bold and articulate, revolting against orthodoxy, anti-feminine customs, discrimination and double standards in morality.

6.20 Management

156. **BHATNAVAR** (Deepti) : How fairly is the fair sex treated—an agenda for research on managerial women in a male dominated organisation. Ahmedabad, Indian Institute of Management, 1985. 24p. (ISST).

Discusses the situation of Indian women, who, in spite of having joined managerial ranks, face problems in the male-dominated world of work. The paper suggests workplace integration, non-availability of mentors, problems of token status, conflict between sex-role stereotypes and work roles, sexuality and the workplace, evaluation and attribution of women's performance, problems of playing the leader, and differential treatment in personnel matters, as some of the issues, which need immediate attention of researchers.

157. **SAXENA** (Poonam) : Women executives—Stiletto heels and swivel chairs. *Times of India* 12.7.1986.

Highlights that some women in the fields of business and finance have scaled the rungs as fast as their male colleagues and are now cosily ensconced in their own swivel chairs, in middle and senior management levels.

158. **SINHA** (Debjani) : Women MBA's—a status report. *Business World* October 1958, p 38-53.

Gives an account of determined women graduates from

the indigeneous institutes of management who are making their presence felt in Indian industry and the economy in general. Women have made important contributions in the entire spectrum of activities in the organised sector of the economy. Not only are women visible in the legal, medical, educational fields, but they are making significant contribution in less conventional fields of endeavour such as engineering, scientific research and professional business management among others. Increasingly, a new generation of confident Indian women are asserting themselves in perhaps the last bastion of male dominance, the corporate sector.

6.21 Medicine

159. **All India Institute of Medical Sciences** : Unconcerned about nurses' accommodation. *Voice of the Working Women* V 6(4), 1986, p 5-6.
(Refer to Entry 4—Chapter 1).
160. **MOHAN** (N Shanta) : Status of nurses in India. New Delhi, Uppal Publications, 1985. 105p. (ISST).
Examines the social and educational background of girls who take up this career, records their reasons for becoming nurses and studies the treatment they receive and the conditions under which they work in government and private hospitals.
161. **NARULA** (Ranjana) : Nurses struggle—nurses win. *Voice of the Working Woman* V 5(3), 1985, p 3-4.
(Refer to Entry 23—Chapter 1).
162. **SARAYA** (Usha B) and **FERNANDES** (Winnifred) : Women Doctors in India—the first centennial (1886-1986). Paper presented at the National Seminar on A Decade of Women's Movement in India—achievements and issues, Bombay, 1985. (CWDS) (ISST).

States that 1986 marks the completion of first hundred years of the existence of women doctors in India. Women doctors in India are in a privileged position today, vis-a-vis the world. Every opportunity is open to them and the earlier discrimination on grounds of sex are nearly gone. They have a choice of getting the best of both worlds—namely a career and a family life.

163. **VAYKOLE** (Kamal V) and **ATHAVALA** (Anuradha): Plight of nurses in India. Speech delivered at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).
(Refer to Entry 278—Chapter 12).

6.22 Mining

164. **PATHAK** (Ila) and others: Organising the unorganised—coal labourers at Ahmedabad. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).
(Refer to Entry 263—Chapter 12).

6.23 Performing Arts

165. **JOSHI** (Ila): Women on stage and backstage. Bombay, Research Centre for Women's Studies, SNDT Women's University, 1986. 51p. Also presented at the Workshop on Women and Work, Hyderabad, 1985. (ISST).

Studies the variables like distribution of male and female personnel in the stage activity, the self-perceptions of female personnel, their social background and working conditions. Discusses the nature and extent of women's participation in the industries of films, T.V. or plays. Twenty-eight women involved in thirty-five sample plays staged from November '83 to February '84, were interviewed to study their socio-economic background, and also their involvement in on-stage and back-stage activities.

166. **PANDE** (Mrinal) : Women in Indian theatre—from Bharti Muni and Bharti Britti to Bharat, i.e., India Today. Paper presented at the Seminar on Socialisation, Education and Women, New Delhi, 1985. (ISST).

Discusses the role played by Indian women on the stage, the difficulties faced by them in our society and from their colleagues.

6.24 Pharmaceutical Industry

167. **DIWAN** (Ritu) and **KURTI** (Satri) : Nature of unionisation of women workers in the pharmaceuticals industry in the city of Bombay—a case study of the Boots Employees Union. Paper presented at Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

(Refer to Entry 247—Chapter 12).

168. **GOTHOSKAR** (Sujatha) : Women in drug industry. *Economic and Political Weekly* V 21(25-26), 1986, p 1100-1101.

Discusses how in the pharmaceutical industry, although women have been employed for decades, they are now being replaced by either men or machines. Highlights some of the distinctive features of unionism in the pharmaceutical industry. Apart from various other problems, over the last 20 years the employment offered to women workers has declined in the pharmaceutical industry.

6.25 Plantations

169. **BHADRA** (Mita) : Plantation women workers and their commitment to industrial work. *Man in India* V 66(3), 1985, p 233-243.

Claims that tribal women can easily adjust themselves to industrial occupations. Their commitment to indus-

trial work is also very high. There has been a steady increase in the number of women workers in tea plantations, while in other industries the picture is the reverse. The labour commitment has been studied on the basis of 'turnovers', 'absenteeism' and extra leaf-wage. It concludes that the tribal women workers are more committed than the men workers of the plantation industry.

170. **HARIDASAN (V)** : Economic status of women workers in rubber plantations—a case study. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 267. (ISAE).

Discusses the results of a study conducted in Kerala, taking the entire women workers employed in the Central Experiment Station of the Rubber Board. There were 157 Women Workers in the Experiment Station, out of which 131 lived in houses belonging to them or their husbands while 10 were provided with houses by the plantation and the remaining 16 lived in rented houses. The broad finding of the study, which reflects the situation in the rubber plantation industry in Kerala, is that the economic status of women workers is reasonably good compared to the other women workers in the state.

171. Women workers in plantation industry. *Voice of the Working Woman* V 5(1), 1985, p 8-11.

Deals with some of the aspects concerning women workers engaged in the plantation of the South. There is a large percentage of women plantation workers but the employment situation does not give them a better deal. The disparity in wages between men and women continues because the Equal Remuneration Act has not been seriously implemented. With regard to creche facilities, the conditions prevailing are miserable. There

are not many creches and the existing few are functioning miserably. Plantation workers do not get proper medical help. The position is still unsatisfactory in matters of educational facilities and housing conditions. The study report ends by giving the economic status of the workers, the size of the household and their income.

172. Working conditions in coffee curing works in Hassan District. *The Voice of the Working Women* V 6(4), 1986, p 11-12, 23.
(Refer to Entry 52—Chapter 4).

6.26 Sanitation Work

173. CHAUDHARY (Pratima K) : Women sweepers of Patna. *Social Welfare* V 33(2), 1986, p 17-19.

Examines the hypothesis that women sweepers face a hostile world in every respect because of their caste, sex, poverty and calling. In the face of widespread unemployment and chronic price rise, the sweepers have bleak prospects for any occupational mobility.

6.27 Science and Technology

174. BHARATHAN (Geeta) : Women in science and technology in India. *Roshini* May-June, 1986, p 27-28.

Examines the involvement and potential influence of the Science-Technological Research (STR) on the lives of women in India. It is based on the data derived from the Census of India, 1971. It enables us to make conclusions about the position of women in the fields of science and technology. Even the limited impact of the STR in India demonstrates its tremendous potential to emancipate women. The advance of science and technology has a special significance for women in their emancipation.

175. **PADHYE** (Sudha) and **MATHUR** (Sunil): Indian women Scientists Association, its inception, formation, aims and objectives. Paper presented at the National Seminar on A Decade of Women's Movement in India—achievements and issues. Bombay, 1985. (ISST).
(Refer to Entry 261—Chapter 12).

6.28 *Sericulture*

176. **NARAYAN** (Sachindra): Impact of sericulture on rural women of Bihar—a programme run by Mahila Vikas Sangh (MVS). Patna, A.N. Sinha Institute of Social Studies, 1985. 41p. (ISST).

Discusses the role of Mahila Vikas Sangh (MVS) in running a developmental programme for rural women of Bihar. The main goals before the Sangh are—1) to organise women to take part in the activities of the Sangh 2) to conduct economic programmes relating to as Khadi Gramodyog & agriculture, 3) to promote sericulture through cocoon rearing, tasar and other silk production, processing, marketing and training in skills, 4) to provide education and training to rural women, 5) to raise funds through loans, donations etc. for the activities of the Sangh, and 6) to establish contact with other organisations having similar objectives and programmes.

177. **RAJAPUROHIT** (A R): Tasar silk programme for women— a techno-economic evaluation. Patna, Mahila Vikas Sangh (MVS), 1985, 63p.
(Refer to Entry 217—Chapter 8).

178. **RAJAPUROHIT** (A R): Women's programme in Tamil Nadu sericulture—an evaluation. New Delhi, Ford Foundation, 1985. 56p.
(Refer to Entry 218—Chapter 8).

179. **SAMUEL** (M Johnson) and **ERAPPA** (S) : Technology and women—The case of silk-reeling industry. *State and Society* Third Quarter, 1986, p 15-28. (Refer to Entry 240—Chapter 11).

180. **SINGH** (Suneet Vir) : The future looms ahead. *Sunday Review, The Times of India* 5.1.1985, p 2.

Discusses the ways in which the sericulture industry of Bihar has helped to transform the lives of ordinary and illiterate Bihari women. They have come out of their cocoons and are actively participating in the different programmes of the sericulture industry. The Mahila Vikas Sangh (MVS) has contributed to training and employment of women.

6.29 Street Vending

181. **JHABVALA** (Renana) : Claiming what is theirs—struggle of vegetable vendors in Ahmedabad. *Manushi* No. 32, 1986, p 34-40.

Gives an idea of the intricate and lengthy process of a struggle to organise self-employed women and the working and living conditions of vegetable vendors.

182. **LESSINGER** (Joanna) : Caught between work and modesty—the dilemma of women traders in South India. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISST).

Discusses the female marginalisation in the petty trades in Madras. Examines women's participation in petty produce trading, which is a highly segmented labour market of the South Indian city of Madras. Focusses on the ways in which the patriarchal ideology and social practice of the area intersect with the new informal labour market created by the region's development and urbanisation.

183. **SUTARIA** (Kalpana) : Planning for hawkers—a study in Ahmedabad. Ahmedabad, Self-employed Women's Association, 1986. 64p. (AILS) (ISST).

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Focusses on the urbanisation process in India, the development of the informal sector and the contribution of hawkers to the urban economy. The paper studies the present policies towards hawkers, examines the emergence of hawkers' premises and their development in Ahmedabad. Finally, it presents an analysis of the surveyed premises, the aspects of location, hawkers' movement patterns in the city, financial dealings of hawkers showing their income and expenses and their personal features. The data has been collected from three categories—Patharawalas, Lariwalas, Gallawalas.

6.30 Textile Industry

184. **JHABVALA** (Renana): Closing doors—a study on the decline in women workers in the textile mills of Ahmedabad. Ahmedabad, SETU, 1985. 63p. (ISST).

Centres around the women workers who are today in the unorganised sector but who were once part of the textile industry. The study begins with the unorganised sector and the women workers view of prevailing conditions in those occupations where they are concentrated. The discussion then proceeds to describe the textile industry, mainly through the memories of the women, and attempts to explain how and why the women left the industry. Preliminary interviews were conducted with an initial data pool of fifty women, and four major areas were covered—their present occupation, their experiences in the textile mills, the method by which they were retrenched and the reactions of the women.

185. **JHABVALA** (Renana): From the mill to the streets—a study of retrenchment of women from Ahmedabad textile mills. *Manushi* No. 26, 1985, p 21-23, 29-41.

Discusses the displacement of women in the industrial sector in general and in the textile industry in particular.

186. **SAVARA** (Mira) : Changing trends in women's employment—a case study of the textile industry in Bombay, Himalaya Publishing House, 1986. 137p. (NIPCCD) (RCWS).

Provides a thorough insight into the problems of women textile workers of Bombay. Tries to find out why in the textile industry, inspite of its being one of the most vital in the organised sector for women's employment, women now constitute only 5% of the total labour force. The various chapters deal with—

- 1) the legislation controlling the hours of work for women and the social reasons for passing the laws,
- 2) the problems of reproduction in the working class, from which develops legislation for maternity leave and creches,
- 3) the change in production, the rationalisation which occurred, and the changed policy of recruitment which affected women's employment,
- 4) the nature of women's struggles within the textile industry, the attitude of trade unions towards women's problems, and
- 5) the consciousness of women workers themselves.

Women and Political Participation

187. **AHUJA** (Ram) : Political awareness and political participation of women in rural areas. Paper presented at the Eleventh World Congress of Sociology, New Delhi, 1986. Also published in *Journal of Sociological Studies*, January 1985, p 14-26.

On the basis of collected data from interviewing 753 women of 8 villages in Western India, tries to assess the degree of their awareness and actual enjoyment of social, economic and political rights and to examine barriers to that awareness, particularly in the political domain. Findings suggest partial political awareness on the part of women, rather than with-drawal of their political rights. A conceptual model is developed for analysing linkages between the level of political awareness and the factors influencing that awareness.

188. **BHATT** (Usha) : Women's organisations and nationalism in India—a case study of Jyoti Sangh (1934-47). Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Observes that Jyoti Sangh and other women's organisa-

tions in Gujarat provided the regional roots of Indian nationalism. Women united on the platform of Jyoti Sangh, participated in the freedom movement and worked for the socio-economic uplift of women folk all over the country.

189. **GHOSH** (Malancha) : Women and violence. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Centres around the following issues—1) the problem of mobilising women into action around 'strategic gender' issues, 2) the role of religion in a feminist movement, 3) State's response to violence against women, 4) whether women were drawn naturally into non-violent struggles or whether they participated in violent struggles. The debate centres around the problem of defining what was 'violent', and what was non-violent'. Many activists feel that women felt a sense of freedom during struggles.

190. **GUPTA** (Amit Kumar) : Politicisation and participation of women in Tebhaga movement—a study of rural West Bengal (India). Paper presented at the Eleventh World Congress of Sociology, New Delhi, 1986. (JNU).

Discusses that women's participation in popular movements raises questions regarding organisation and leadership, the nature of the struggle, mobilising mechanisms and strategies, ideological dimensions and perspectives relating micro issues to larger political processes. The Tebhaga movement in Bengal, has been investigated here empirically. The hypotheses was tested that women do not participate in politics for its own sake but they do so when they struggle for social transformation. Data was collected by content analysis of documents and interviews with surviving participants of the Tebhaga movement, mainly on Kakdwip, an island off the coast of West Bengal. The movement indicates that women can develop modern attitudes and can play both do-

mestic and political roles without conflict between the two. The weakest section of rural society, the poor peasant women, proved to be the binding force for the whole movement.

191. **KAUR** (Manmohan) : Women in India's freedom struggle. New Delhi, Sterling Publication, 1985. 282p. (CSL).

Discusses the participation of women in the role of social and political reformers, in the Indian Independence movement. Women have contributed significantly to the freedom struggle and to social and political reformation in India. Biographical sketches of these women are also found in the book.

192. **KRISHNA RAJ** (Maithreyee) : Reflections on women and the industrial working class movement. **RCWS Newsletter** December 1986, p 8-9.

Analyses women's perceptions of workers' struggles, the level of women's participation in the Unions and the opportunities they receive, the environment in which a vocal and active women's consciousness and mobilisation is seen, changes that take place in women's perception and attitudes, women as a distinct group and the experience of women in working class households.

193. **MADHOK** (Sujata) and **KRISHNAN** (Prabha) : Women in youth and students struggles in India. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Discusses women's participation in student and youth struggles at local and regional levels. Also focusses on autonomous women's struggles on democratic and feminist issues, because these will provide much of the support for the women's movement and the role of student wings of political parties to see how far they facilitated the emergence of a female leadership.

194. **MANGALAGIRI** (Anjana): Ideology, political parties and groups and the women's question in post-independent India. *IAWS Newsletter* No. 3, 1986. p 14. (ISST).

Discusses women's movements in post-independence India. These incorporate women's struggles at different levels. The major thrust is to examine the issues in women's struggles and the underlying ideological currents therein. Also focusses on the state and status of women's issues within the movement as also the structure of women's organisations themselves.

195. **MEHROTRA** (Deepti Priya): Women's activism in rural Avadh (1917-47). Paper presented at Third National Conference on Women's Studies. Chandigarh, 1986. (ISST).

States that women participated in a complex variety of roles in the peasant movement of the early 1920's as well as remaining politically active in subsequent years. The experience of women's activism during the 1920-22 movement, makes it clear that women's activism in the movement alongwith and in roles largely subsidiary to the menfolk, gave a certain legitimacy to women's political activism as such.

196. **PANDA** (S): Political efficacy and political participation—a study of women's involvement in politics. Paper presented at the Third National Conference on Women's Studies, Chandigarh, (ISST).

Discusses what political efficacy is and its close link with participation, and the extent and nature of women's political activity. Political organisations are dominated by men, and women have little scope to assume leadership. Most politically active women remain subservient to their male colleagues which is symbolic of their inefficacy.

197. Perspectives for the autonomous women's movement in India: A report of the National Conference,

Bombay, 1985. Bombay. Forum Against oppression of women, 1986. (ISST).

Outlines the different women's organisations which promote political awareness and participation among women are very aware of social evils and political problems and this is proved by their participation, both active and passive, in political movements and in the activities of political organisations.

198. **RAJALAKSHMI (V)**: The political behaviour of women in Tamil Nadu, New Delhi, Inter-India Publications, 1985. (CSL).

Focuses on women vis-a-vis politics. The monograph traces the role of women in India's freedom struggle and their subsequent involvement in politics in the state of Tamil Nadu. It analyses women's role as voters and as contestants and also their impact on politics.

199. **RAJENDRA**: Women in struggle for India's freedom. Haryana Review V 19(2), 1985, p 8-10.

Discusses the extent of participation by Indian women in the freedom struggle. Highlights how women have contributed towards mobilisation and organisation of freedom fighters inspite of the acute conservatism prevailing in Indian society during that period. Some of these women actively participated in the struggle while others performed passively but consciously.

200. **SUBBA RAO (Sreeranjini)**: Women and Indian nationalism—a case study of prominent women freedom fighters of the East Godavari district of Andhra Pradesh. Paper presented at the Third National Conference on Women's Studies, Chandigarh 1986. (ISST).

Analyses the nature of participation of Andhra women in the freedom movement citing specific examples of Subbamma, Durgabai etc., who with their strong determination to work for the cause of their country, participated in the freedom struggle even within the framework of a traditional society.

Welfare Schemes for the Economic Participation of Women

201. **ABDULLA (V K)** : Care for kids and jobs for needy women. **Social Welfare** V 32(12), 1986. p 39.

Describes the activities of Mumbai Dakshin Vibhag Stree Sanstha Sanyukta Samiti which has in addition to foster care provided employment to lower middle class women in South Bombay. The Samiti works as an employment exchange of sorts. It also implements some of the self-employment schemes under the socio-economic programme of the CSWB.

202. **AHUJA (Kanta)** and **JAIN (Sharada)** : An evaluation of Development of Women and Children in Rural Areas (DWCRA) in Banswara and Alwar District of Rajasthan. Jaipur, Institute of Development Studies, 1986. 40p. (ISST).

Attempts to present an evaluation of the DWCRA programme operating in Banswara and Alwar district of Rajasthan. The study is divided into 4 broad sections—a description of the diverse weightages in the understanding of the DWCRA, an overall description of the

implementation pattern in Rajasthan, specific description of the Banaswara and Alwar projects, and an analysis of the assumptions and implications of the programme as it exists.

203. **ALMELU (S)**: Rural Women for local leadership. *Social Welfare* V 32(11), 1986, p 29.

Suggests schemes and measures by which rural women can involve themselves in the development of their own community, and move ahead to a life which would be more satisfying materially as well as intellectually. It is necessary that they themselves take the responsibility for eliminating problems such as illiteracy, casteism, lack of awareness, poverty and the persisting low status of women, plaguing the society in villages.

204. **BHASIN (Kamla) ed**: Towards empowerment—Report of FAO FFHC/AD South Asian Training for Women Development Workers. Rome, Food & Agricultural Organisation, 1985. (ISST).

Gives an account of the field visits conducted at Comprehensive Rural Operations Services Society (CROSS) in Andhra Pradesh, Self-Employed Women's Association (SEWA) at Ahmedabad, Gujarat, and Ahmedabad Study Action Group (ASAG). In CROSS one finds an integrated approach to rural development, which includes education, organisation, cultural action and programmes for economic improvement, community health, legal aid, housing etc. SEWA, has taken upon issues facing rural women—non-recognition of their work as work, low wages, no control over their income etc, and have undertaken programmes for income generation, and for the economic and social development of women. ASAG is engaged in low cost housing and community development activities in Gujarat State.

205. **BHATT (Ela)**: Women and self-employment, SEWA experience. Paper presented at International

Seminar on Women and Development, Jaipur, (ISST).

States that SEWA has contributed towards the development of confidence among women in their ability to take more control of their working environments, and helping the poor self-employed women to become an integral and visible part of the economy in their own right. Creating banking and credit facilities for the poor self-employed women are among SEWA's other developmental efforts.

206. **DHAR** (Gauri) : Development of Women and Children in Rural Areas (DWCRA) programme in Andhra Pradesh. *Grameen Vikas Newsletter* V 1(1), 1985, p 7-8.

Discusses the authors' experiences on the implementation of the DWCRA programme in Adilabad district of Andhra Pradesh. She states that DWCRA was formulated as a sub-scheme of IRDP, and the main focus of the scheme is on the creation of opportunities for economic programmes for women in rural areas and to avail of the opportunities. The scheme of DWCRA was started on a pilot project basis in 50 selected districts from the year 1982-83. Andhra Pradesh seemed to be the pioneering state in so far as the scheme is concerned.

207. **DIGHE** (Anita) and **JAIN** (Sharada) : Women's development programme—some insides in participatory evaluation. Jaipur, Institute of Development Studies, 1986. 42p. (ISST).

Attempts to review the Women's Development Programme of the Government of Rajasthan, covering a period of 18 months, from August 1984 to February 1986. The report is in 3 parts—the first part describes the Women's Development Programme as it was envisaged in its earliest phase. The second section describes the manner in which Women's development Programme was operationalized. In the concluding section, an

attempt is made to synthesise issues that get highlighted because of the process of participatory evaluation.

208. **GANGULY** (Shailaja): Why should I worry about tribal women? *Femina* September 1986, p 34-37. Reports from Udaipur on the small victories and dismal findings recorded by a seminar on tribal women's development. The seminar stressed the need for every educated aware and capable woman, to recycle some of her capacity into development work, to contribute to the betterment of tribal women.

209. **GREWAL** (R S) and others: Impact of rural development programme on rural women in Bhiwani district. Paper presented at the Forty-Fifth Annual Conference of the Indian Society of Agricultural Economics, Anand, 1985. Summary published in *Indian Journal of Agricultural Economics* V 40(3), 1985, p 259-262. (ISAE).

Reviews the objectives and outcome of a survey conducted in Haryana. The aim was to study the beneficiaries under the tailoring scheme, to examine the impact of assistance on income and employment of the beneficiaries, and to study the impact of the scheme on the social status of beneficiary women.

210. *Invisible hands—towards empowerment*, New Delhi, Society for Participatory Research in Asia, 1985. 31p. (ISST).

Documents the experiences of activists associated with voluntary agencies engaged in running income generating programmes for women, who participated in a workshop organised on this issue. Social upliftment is linked with economic independence, which can be achieved to some extent by organising women. Experiences differ on the extent to which coordination can be achieved between social upliftment and economic independence.

211. **JAIN (S.C.) ed** : Women and technology. Jaipur, Rawat Publications, 1985. 200p. (NIPCCD) (ISST).
Identifies not only the lagging factors which have blocked the flow of technological bounties for the advancement and development of women, but has also clarified lines of forward action so that technological paths are laid out in accordance with the scheme of cherished social objectives. Appropriate technology for women has been suggested to reduce drudgery in household and other economic activities, and also to improve environmental conditions, and raise health and nutritional level of the working women. The report consists of case study material on extension, marketing credit and entrepreneurial support.
212. **KHANNA (Inderjit)** : Development of women and Children in Rural Areas (DWCRA) in Alwar district of Rajasthan. **Grameen Vikas Newsletter** V 1(5). 1985, p 10-11.
Gives an account of the observation made by the Joint Secretary (IRD) after making an assessment of the Programme for Development of Women and Children in Rural Areas (DWCRA) by visiting Alwar district of Rajasthan. Groups of women are organised around economic activities, for training and skill development. Discussions were held with women's groups organised under DWCRA. The three villages where field visits were made, were Bhangdoli, Thangaji and Narainpur.
213. **KRISHNASWAMI (Lalitha)** : From drudgery to dignity—a SEWA experience of cooperatives. Paper presented at National Seminar on A Decade of Women's Movement in India—achievements and issues. Bombay, 1985. (ISST).
(Refer Entry 255—Chapter 12).
214. **LAW (Preeta)** : Rural development its impact on women. **Social Action** V 35(1), 1985, p 81-90.
Evaluates the impact of rural development programmes

on women and the particular problems faced by rural women in India. Planners generally lack the information and awareness needed to effectively integrate rural women in development. Rural development strategies often displace women workers. In order to ensure that rural women's interests are articulated and needs met, government must encourage grassroot organisations and work through them in their developmental efforts.

215. **MATHUR (Anita) and SRIVASTAVA (Ginni)** : Work by Seva Mandir, Udaipur among the Bhils and Meena tribal women of Southern Rajasthan—A case study. Paper presented at the International Seminar on Women and Development, Jaipur, 1985. (ISST).

Describes the various significant welfare activities undertaken for the welfare of Tribal women. The general condition of tribal women has been studied and Women's Development Workers team of Seva Mandir took up the task of working with the poor, oppressed tribal women and helping them to grow up in their own right as human beings through income generating activities, developing smokeless cooking stoves, setting up nursery schools and training programme with regard to health practices were undertaken.

216. **PATNAIK (S C) and SHAILABALA DEVI** : An assessment of women's economic contribution to the farm sector—a micro-level study. *Journal of Rural Development* V 5(4), 1986, p 480-490.

Makes a modest attempt at measuring economic contribution of women to the farm sector in rural Orissa. The study examines the following hypotheses—the participation of women in farm and other non-farm activities is inversely related to economic status and/or farm size, women contribution significantly towards family income is more than men in all sizes of holding, and the low participation rate of females does not necessarily reflect their low contribution in terms of output and income.

Primary data was collected from two villages of Satyabadi block of Puri district of Orissa during May-June, 1985.

217. **RAJAPUROHIT (A R)** : Tasar silk programme for women—a techno-economic evaluation. Patna, Mahila Vikas Sangh, 1985. 63p. (ISST).

Narrates the activities of Mahila Vikas Sangh (MVS) associated with Tasar silk production in India, technologies adopted in tasar silk production, management of Tasar programmes, economic impact of Tasar Programme on women—women spinners, women weavers and the changing social and economic status of women. The mutual relationship between the MVS and NGOs has been discussed keeping in mind the effectiveness and importance of the women's development programmes.

218. **RAJAPUROHIT (A R)** : Women's programme in Tamil Nadu sericulture—an evaluation, New Delhi, Ford Foundation, 1985. 56p. (ISST).

Describes a sericulture programme undertaken by the government of Tamil Nadu in promoting the interests of women and their participation in the developmental programme. Information was collected on the basis of interviews and observations, and the outcome is presented in a number of sections. Infrastructural development and patterns of women's employment in sericulture, impact of the project on the cultivators, technical abilities of trainees, and future plans are discussed.

219. **SUDHA (B G)** and **SUJATHA (T M)** : Mahila Mandals for rural development. *Social Welfare* V 32(10), 1986, p 33-34.

Discusses the role that Mahila Mandals play in promoting education, health and welfare of the rural folk, more particularly of women. From an exploratory study undertaken in and around Bangalore, it was found that Mahila Mandals conducted programmes like tailoring, balwadi

activities, adult literacy programmes, child care programmes.

220. **VASAVAN (K)** : NSS for women's development. *Social Welfare* V 33(9), 1986, p 20-23, 32.

Discusses the services rendered by Mahila Mandals in solving the problems concerning women's development. The article also draws attention towards the various welfare activities undertaken by NSS for the benefit of women and children. Mass immunisation, nutrition education programmes. rural reconstruction work. are some of the activities of NSS volunteers.

221. **VERMA (G L)** : Women beneficiaries and IRDP. *Journal of Rural Development* V 5(4), 1986, p 347-479.

Describes a study which was conducted in Udaipur District of Rajasthan. The total number of employees taken was 150, and the aim of the study was to examine 1) the extent of coverage of women beneficiaries under IRDP, programme and families available under its scheme, and 2) the impact of the schemes in the socio-economic status of women and their families, changes in the value systems, attitudes, etc.

222. **VISHWANATH (L S)** : Women's development through voluntary effort—some issues and approaches. *Indian Journal of Social Work* V 47(3), 1986, p 293-301.

Discusses approaches to organising poor women through voluntary effort. As Indian Society is stratified in terms of caste and class, the paper pleads for a total comprehensive approach to the development of poor women. Creation of awareness about health care is necessary in addition to income generating activities for assetless poor women. Since most voluntary workers do not possess knowledge or training in business skills, the paper suggests that voluntary agencies and government should impart training to voluntary workers in business skills.

Women and Labour Welfare

223. **AGARWAL** (Archana) and **NARAYAN** (Vijay): A few posers on maternity leave. **Social Welfare V** 32(10), 1986, p 4-5.

Observes that working late in pregnancy has contributed to a high incidence of premature births and pre-natal mortality. Appeals for education on pregnancy requirements and support measures, along with appropriate legislation ensuring atleast 4 weeks off the job prior to delivery to be extended to the total female work force.

224. **BEZBORUAH** (Rekha): Three case studies of non-government organisation, India. Geneva, ILO, 1985. 141p. (ISST).

(Refer to entry 245—Chapter 12).

225. Call to develop economical, safe and homely hostel accommodation for working women. **NIPCCD Newsletter V** 6(5), 1986, p 1-3.

Discusses the recommendations of the National Workshop on working women's hostels in India which demanded expansion of safe, homely and economical hostel accommodation for working women, in view of the increasing number of female job seekers in cities. The

degree of participation that residents might have in running the hostels is considered at length. The various attributes which go a long way in giving working women a 'home-like' feeling when they reside in the hostel, are also discussed.

226. **NAIDU** (P Rajagopal) : Creches for working women in the drought-prone Rayalaseema Area of Andhra Pradesh. *Social Welfare* V 33(2), 1986, p16.

Describes how the women of Rayalaseema in Andhra Pradesh, a chronically drought-affected area, have to work in the fields in addition to their roles as mothers. With assistance from the Central Social Welfare Board, the Rayalaseema Seva Samithi have set up creches for working women.

227. National Institute of Public Cooperation and Child Development : Workshop on functioning of working women's hostels in India—Report. New Delhi, NIPCCD, 1986. (ISST).

Focusses on the problem of accommodation for working women moving away from their homes. The workshop objectives were to review the functioning of working women's hostels, to discuss the problems of voluntary organisations running hostels etc. Other subjects discussed were accommodation of working women in white-collar jobs, organisation and management of working women's hostels, role of government and Central Social Welfare Board in tackling accommodation problems of working women.

228. **SAVARA** (Mira) and **EVERETT** (Jana M) : Institutional credit as a strategy towards self reliance for female petty commodity producers in India—a critical evaluation. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).

Analyses the several models developed by women's organisations to replace the existing exploitative relations

of production and to provide improved productive capacity. Suggests that the real issue is not women's organisations making the loan programme work but the loan programme facilitating organisation and development among women petty commodity producers.

229. **SWAMINATHAN** (Mina): *Who cares?..A study of child care facilities for low-income working women in India*. New Delhi, Centre for Women's Development Studies, 1985. 159p. (ISST, CWDS). Evaluates the current position with regard to child care facilities for low-income working women in India. The two main sectors, statutory and voluntary, are considered in depth. Both practical implications and theoretical issues have been discussed on the basis of comparisons with other countries. The study, based largely on available data, is supplemented by interviews and discussions with informed persons in the field.

Women and Labour Legislation

230. **BAKSHI (P M)**: Provident Fund and women's rights—need for reform. *Financial Express* 23.4.1986. p 3.

States that there is considerable misconception among the public as to the rights of women regarding provident fund. Sometimes, the law is clear and free of any doubt, but the women themselves are not sufficiently aware. In other respects, the law is not satisfactory and creates injustice, hence needing reform.

231. **HAKSAR (Nandita)**: Women and Public Interest Litigation—A decade of struggle. *Samya Sakti* V 2(1), 1985, p 37-45.

Evaluates critically what public interest litigation, a recent development in law, intended to reach the oppressed and exploited, has offered to women. The author finds it necessary to understand the underlying assumptions of the Indian Constitution and the laws relating to women. She contends not only that the law perpetuates inequality between man and woman, but the interpreters of the law also share its patriarchal assumptions. Only when we evaluate how far these assumptions have been questioned can there be any real impact on the status of women.

232. **MAHAJAN** (Krishan): Bidi workers, laws, implementation and alternatives. In Jhabvala (Renana)—Women who roll Bidi—two studies of Gujarat. Ahmedabad, SEWA, 1985. 54p. (ISST).

Gives an account of a socio-legal investigation of bidi workers. The aim was to find a viable economic solution to the plight of thousands of bidi workers within the existing legal framework set up by the government. Laws and judgements concerning bidi workers were compiled at Delhi and then the task was to find out who was responsible for the implementation of the law concerning bidi workers. The Bidi and Cigar Workers Act, the Bidi Workers Welfare Fund Act and the Minimum Wages Act, have been discussed at length.

233. **OWEN** (Margaret): Legal and policy issues relating to home based producers. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISST).

Highlights some of the major legal problems and practices relating to home based producers and cites examples of some of the steps taken to bring about legislative reforms.

234. **SRIVASTAVA** (T N): Women and the law, New Delhi, Intellectual Publishing House, 1985. 228p. (CWDS).

Looks at the problems faced by women both at home and outside. Women continue to be victims of dowry, marital maladjustments, and family discord. Urban working women face problems related with the environment at the place of work. The objective of this book is to inform women and assist their efforts to get their rightful place in family and society. It attempts to provide information on statutory rights of women and other benefits and privileges to which they are entitled under the law. These include social security benefits. The Factories Act, Mines Act and the plantation Labour Act are also discussed.

235. Women construction workers—most silent and exploited workforce. Report of the workshop on problem of women construction workers, New Delhi, 1986. NIPCCD Newsletter V 7(2), 1986, p 1-4.

Stresses the need for separate legislation for safeguarding the interests of women construction workers. This new legislation should take into account all factors that affect their working conditions. Consciousness has to be created among workers about the rights and benefits they are entitled to have under the laws. The existing legislation regarding maternity benefits for women workers should be extended and made mandatory for women construction workers irrespective of terms of employment.

236. Working Women Welfare Bill. Voice of the Working Women V 5(4), 1985, p 6-8.

States that the Working Women Welfare Bill 1985, was introduced but was not timely discussed in Parliament. Later, it became a topic for discussion. The Bill consists of three parts—in the first part a provision has been made for the setting up of a working women welfare fund. The government and employers shall contribute to this fund but the women workers will not have to contribute anything. The second part details how the fund has to be utilised to ensure the right to work for the women employees in any industry or establishment, and a definite increase in the number of women employees in the total workforce. The Bill also provides for construction of more hostels for working women near their place of work.

Women Workers and Automation

237. **BANERJEE** (Nirmala): Modernisation and marginalisation. *Social Scientist* V 13(10-11), 1985, p 48-71.
(Refer to entry 43—Chapter 3).

238. **DATAR** (Chhaya): Organising of women tobacco and bidi workers in Nipani—a historical perspective. The Hague, Institute of Social Studies, 1985. 315p. Extract presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).
(Refer to entry 108—Chapter 6.4).

239. Displacement of workers from bidi tobacco industry by mechanisation—report of a workshop held at Nipani, 1986. New Delhi, Ministry of Labour, 1986. (ISST)

Discusses the problems of bidi and tobacco processing industry created by extensive mechanisation, with reference to Nipani in Karnataka, Jaisinghpur in Maharashtra and Anand in Gujarat. Previously, the processing was done using the traditional skills of women in sieving, pounding and winnowing operations. Gradually, larger machines have been introduced, which combine several operations, thereby displacing women workers

from their jobs. Most of these women belong to Dalit sections, a large majority being single women, widows/divorced women. Mechanisation threatens unemployment of the most downtrodden sections of the society, who need jobs for their very survival.

240. **SAMUEL** (M Johnson) and **ERAPPA** (S): Technology and women—the case of silk reeling industry. *State and Society* Third Quarter, 1986, p 15-28.

Attempts to throw some light on the women work force in the silk reeling industry. The paper considers the question—what is the effect of technological change in silk reeling on the labour force participation of women in the industry? It observes that technological change—the introduction of different tools and mechanisation—tended to encourage male rather than female labour. The study is based on quantitative data collected during the year 1980-81 from 45 silk reeling units located in three selected taluks—Kollegal, Ramnagar, and Sidlaghatta in Karnataka state.

241. **USHA** (P): Mechanisation and labour utilisation—leather industry in Tamil Nadu. *Economic and Political Weekly* V 20(4), 1985, p 167-172.

(Refer to entry 152—Chapter 6.18).

Women: Organisation and Unionisation

242. **AMBERKAR (Geeta)**: Women's Wing of All India Confederation of Bank Officers Organisation. Paper presented at National Seminar on A Decade of Women's Movement in India—achievements and issues. Bombay, 1985. (ISST, CWDS, AIWC).

Refers to the organisation of AICOBOO (All India Confederation of Bank Officers Organisation) which has been advocating the cause of working women, and creating awareness among sister trade unions about issues affecting working women. The women's wing of AICOBOO concerns itself with working women in the unorganised and exploited sections. It has created an awareness among women Bank officials about the need to organise themselves. The problems of women workers have been discussed in detail as also how far these have been tackled by the organisation.

243. **ARUNACHALAM (Jaya)**: Role of women and children in informal sector—a case study of the Working Women's Forum, Madras. Paper presented at the National Seminar on Productivity in the Informal Sector, New Delhi, 1985. (ISST).

Defines the term 'informal sector', and how the Working Women's Forum (WWF), organisation of women workers in the unorganised sector was initially started as an income generating project, but now encompasses varied support services, such as health, day-care centres, night schools, craft centres, credit society, cooperative child labour centres, technology upgrading, leadership and technical training. Women workers are organised into unions by the WWF, to facilitate their struggle against wage discrimination, for guaranteed minimum wages, for better credit and marketing organisations. WWF believes that separate women's organisations are necessary, particularly for the disadvantaged group of women workers.

244. **BANAJI (Rohini)**: Organising women at work, India. *ISIS International, Women's Journal* No. 4, September 1985, p 31-40.

States that Indian women, are exploited and deprived of their proper dues mainly because they are unaware of their rights and privileges. Lack of proper organisation makes them easy victims of discrimination and harassment. The author emphasizes that working women mainly in the lower social strata, have to be properly organised to voice their claims and protest against the injustices and harassment often inflicted upon them.

245. **BEZBORUAH (Rekha)**: Three case studies of non-government organisations, India. Geneva, ILO, 1985. 141p. (ISST).

Focuses on the role of non-government organisations in supporting women workers. The three organisations selected were—1) the Belgaum Beedi Workers Union and Chikodi Taluka Kamger Mahasangh, Nipani, 2) Annapurna Mahila Mandal, Bombay, 3) mobile creches, Bombay and Delhi. The study was concerned with the welfare of women workers in the urban informal sector and improving their employment and working conditions.

246. **DATAR** (Ghhaya) : Organising of women tobacco and beedi workers in Nipani—a historical perspective. The Hague, Institute of Social Studies, 1985. 315p. Extract presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

(Refer to entry 108—Chapter 6. 4).

247. **DIWAN** (Ritu) and **KURTI** (Satri) : Nature of unionisation of women workers in the pharmaceutical industry in the city of Bombay—a case study of the Boots Employees Union. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Analyses that an examination of the struggles of pharmaceutical workers in Bombay becomes important for our understanding of the nature of women workers' struggles in the industrial sector as the pharmaceutical industry employs a large number of women, and various issues relating to women are discussed and resolved. The authors begin with a short history of the struggles relating to four important issues affecting women workers in the pharmaceutical industry in Bombay, namely the Marriage Clause, Permanency, Maternity Benefits and Creches. Then they proceed with the analysis of the nature of unionisation of women workers in the Boots Pure Drugs Company (India) Limited.

248. **GANGULY** (Arati) and **CHATTERJEE** (Maitreyee) : A decade of women organisations. Paper presented at the National Seminar on A Decade of Women's Movement in India—achievements and issues. Bombay, 1985. (ISST, CWDS, AIWC).

Gives an account of the role played by women's organisations of West Bengal, in the State's political and social condition. Formerly, the stress was on income generating schemes, and health factors relating to maternity and child care. Newer women's organisations in the urban areas now make an effort to give emphasis on

other women's issues. In the semi-urban and rural areas where the task of mobilising and organising women is very difficult, tribal women have been organised under schemes providing self-employment. In North Bengal, women workers have secured more rights because they are active participants in the trade union movement.

249. **GAWANKAR** (Rohini): Annapurna—case study of a grass root self-employed women's organisation, Bombay. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).

Speaks about a grassroots women's organisation, the Annapurna Mahila Mandal, whose members run eating houses. The objectives of the organisation are to organise and uplift low-income women in the slums of Bombay industrial sector to make women aware of their problems, to support them in what they are doing already, to mobilise them for social, educational and collective responsibility. The organisation has covered not only the women proprietors of eating houses but also the women who have occupations like vegetable vending, empty bottle- and-can collecting and rag picking.

250. **GOTHOSKAR** (Sujatha): Women in drug industry. *Economic & Political Weekly* V 21(25-26), 1986, p 1100-1101.

(Refer to Entry 168—Chapter 6.24).

251. **JETLEY** (Surinder) and **JHURANI** (Kamlesh): Rural women's struggles towards self-reliance—a case study from Punjab. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Presents some observations about a women's organisation in a Punjab village which is struggling for better living, economic security and dignified existence. They are not fighting another group of class, but are striving

ing to overcome exploitative structures, socio-cultural constraints and their own behaviour patterns for a subsistence existence.

252. **JHABVALA** (Renana) : Claiming what is theirs—struggle of vegetable vendors in Ahmedabad. *Manushi* No. 32, 1986, p 34-40.

(Refer to Entry 181—Chapter 6.29).

253. **KALAPAGAM** (U) : Organising women in informal sector-Discourse and practice on politics. *Mainstream* V 25(13), 1986, p 27-33.

States that the politics associated with the organisation of women workers in informal sector cannot be viewed independently of the politics associated with the informal sector itself, in particular to its emergence and role. Women involved in the unorganised sector, when organised by voluntary organisations, have developed leadership and other skills of great value to their communities. Development of the informal sector leads to the integration of women in development. Examines critically the discourse and practice of two highly successful organisations—the SEWA and WWF—drawing from secondary published material and also primary field work data.

254. **KANHARE** (Usha) : Bank officers, trade unions and women officers. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Examines the perception, involvement and participation of women officers with respect to their trade unions. The paper is based on the wider study of bank officers' trade unions in the nationalised banks in Ahmedabad, the Gujarat region, conducted in the years 1978-79. Specific data for the present paper comprises of interviews of all the women officers belonging to four unions in the three banks in Ahmedabad in 1978-79 and a dozen interviews of lady officers in the same banks in 1986.

255. **KRISHNASWAMI** (Lalitha) : From drudgery to dignity—(A SEWA experience of Cooperatives). Paper presented at the National Seminar on A Decade of Women's Movements in India—achievements and issues. Bombay, 1985. (ISST, AIWC, CWDS).

Relates the story of SEWA, an organisation of the illiterate, poor self-employed women, which struggles to get a fair deal for women in various trades, skills and services by organising them according to trade groups and occupations. Self-employed women, unorganised in their occupation, are exploited by middlemen or traders and marketing bottlenecks. SEWA endeavours to organise women in a joint action of labour and cooperatives by providing supportive services of credit, management and marketing as an institutional substitute for money lenders.

256. **MEHTA** (Prayag) : Mortgaged child labour and women beedi workers of Vellore. New Delhi, National Labour Institute, 1985. 13p. (ISST).
(Refer to Entry 112—Chapter 6.4).

257. **MENON** (Nivedita) : Women in Trade Unions—a study of AITUC, INTUC, and CITU in the seventies. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Studies the activities and ideology of three trade unions in India—the All-India Trade Union Conference (AITUC), the Indian National Trade Union Conference (INTUC), and the Centre of Indian Trade Union (CITU), with a conscious focus on the participation of women in trade union activity. The first section of the paper draws a picture of the falling levels of the employment of women since 1921, and examines the factors responsible for this. Next, the gender-blindness of labour history in the West is focussed upon. The paper then goes on to study the perceptions of class strug-

gle and patriarchy of AITUC, INTUC and CITU. Finally, the issue of equal pay¹ for equal work has been studied, as a reliable indicator of the position of women within the trade union movement. This is done with particular reference to the views of AITUC, INTUC and CITU.

258. **MITRA** (Manushi): Women and class struggle—tribal women's struggles in Chota Nagpur. Paper presented at National Seminar on A Decade of Women's Movement in India—achievements and issues. Bombay, 1985. (ISST, AIWC, CWDS).

Focusses on women's participation in tribal movements in Bihar. Tribal women face hostility from male workers upon the issue of the formation of a women workers movement against the exploitation and oppression of female workers. Women workers are exploited in fields and coal mines, and they are sexually harassed by landlords. However women when recognised as producers and workers, enjoy considerable freedom of political participation and have actively contributed to the tribal women's movement. Some statistics of tribal women employed in the mining industry are given in the paper.

259. **NAPONEN** (Helzi): Organising women petty traders and home-based producers—a case study of Working Women's Forum, India. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).

Aims at describing the very lowest level of informal economic activity where women workers are found in the greatest proportion, and to evaluate a large grassroots organising effort in South India, called Working Women's Forum which utilises an innovative credit program to unionise women informal sector workers.

260. **OMVEDT** (Gail) and **RAO** (Nagmani) : Rural women's mobilisation—the Khanapur Taluka Experience. Paper presented at the National Seminar on A Decade of Women's Movement in India—achievements and issues", Bombay, 1985. (ISST, CWDS).

Describes how women have been able to build few enduring rural organisations, inspite of their participation in peasant revolts, and rural ecology movements. Mukti Sangharsh, based in Khanapur Taluka of Sangli district in Southern Maharashtra, is an attempt to build up a rural women's movement. It has since its beginnings in 1983 included work with women as well as a perspective that contained an important Marxist—feminist component. The paper discusses its perspectives, agitations and other aspects of its struggle.

261. **PADHYE** (Sudha) and **MATHUR** (Sunil) : Indian Women Scientists Association its inception, formation, aims and objectives. Paper presented at the National Seminar on A Decade of Women's Movements in India—achievement and issues. Bombay, 1985. (ISST, AIWC, CWDS)

Gives an account of the inception, formation, aims and purposes of the Indian Women Scientists Association. The association was formally launched in 1973 on an all-India basis. The aims and objectives of the Association are to develop a scientific temper in our society, to promote professional accomplishments in the scientific field, to promote understanding of economic and social problems facing women with science education and to act as a representative body for women working in the field of physical sciences, including applied sciences such as a representative body for women working in the field of physical sciences, including applied sciences such as engineering and medicine.

262. **PATEL** (Vibhuti) : Women and the industrial working class movements in Bombay. Paper presented at Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Impresses that women's groups and organisations have to address themselves to the working class movement by playing supportive roles as they did during the historic textile strike, by fund-raising, grain collection, holding street-corner meetings, high-lighting police repression of the family members of the strikers, assisting trade unions in tackling specific issues of women workers such as sexual harrassment at work place, wage discrimination, and other problems at workplace.

263. **PATHAK** (Ila) and others : Organising the unorganised —coal labourers at Ahmedabad. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Analyses a short report about organising the unorganised coal-labourers working under the contractor—labour system. The decision to organise them was taken because there were a large number of women among them, who work under in-human conditions, and they come under the contract labour system. Labourers under Sabarmati Coal Dump, Asarva Coal Yard and the Kankariya Yard, were considered in the process of organising.

264. **PRASAD** (Anuradha) and **PRASAD** (Eswara) : Cooperatives for Bidi workers in Maharashtra—rhetoric and reality. Paper prepared for the National Workshop on the Workers in the Bidi industry, New Delhi, 1986. 199p (ISST).

Presents a case study of an attempt at forming an alternative work organisation, namely bidi cooperative in Maharashtra. The first part describes the background in which the cooperatives were started. The second part presents in detail the government scheme and in part three the sequence of events which followed are analysed.

265. **PRIYA** : Pennurimai Tyakkam's struggles for equal rights for women contract workers of Ennore thermal power stations. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Describes how an industrial accident at Ennore Thermal power station led to the formation of a women's organisation, by the name of 'Pennurimal Iyakkam', to protest against exploitation of women contract labourers. The organisation has sent petitions to the government stipulating demands for increase in the amount of compensation, greater safety measures as per Factories Act, implementation of the regulations of the Contract Labour Act, Minimum Wages Act, checking unnecessary reduction in the labour force and payment of wages during forced lay-off.

266. **QUINNY** (Elizabeth) : Women flag off trade union activities. *Eve's Weekly* V 27(40), Oct. 1985, p 62-63.

Discusses the interest and awareness shown by Indian working women in trade union activities. Some women have proved to be pioneers in organising trade union activities, they have also succeeded in creating sufficient awareness among other women about their rights and privileges.

267. **RAMASWAMY** (Uma) : Women and work. Hyderabad, Centre for Economic and Social Studies, 1985. 18p. (CESS, ISST).

Examines the context in which women participate as workers and unionists in the Coimbatore textile industry. The analysis is based on field work conducted in 1977-78 among the mill workers of Coimbatore, which has the second largest textile industry in the country, employing over 60,000 workers. The workforce is a second generation one and has experienced an intense trade union movement which has resulted in a close and intimate relationship between the worker and his union. For protecting their employment and consolidating the im-

proved status already achieved, they have to be active trade unionists inspite of the adversities and difficulties coming in their way.

268. SEN (Irina) : Women spinners of Rajnandgaon—unionisation, and nationalism in the twenties, thirties and forties. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Examines the role played by women workers during the early 20th century, with the Bengal—Nagpur cotton mill workers combined militant trade union struggle with national independence. The paper is divided into two parts—the first part deals with trade unionism and the national struggle at Rajnandgaon, the second section discusses women actively involved in three decades of struggle.

269. SEN (Sunil) : The working women and popular movements in Bengal—from the Gandhi era to the present day. Calcutta, Bagchi & Company, 1985. 128p. (NIPCCD).

Focusses on the rise and growth of the women's movement in Bengal, the problems faced by the working women in a male-dominated society and the perspective of the women's movement in the present situation. The emphasis is on the part played by women's organisation in bringing radical ideas among the labouring women. Female labour participation with reference to different time-periods have been explained with the help of tables and statistics. The rise of the women's movement and labour movement, and the female labourers in plantations are other issues discussed in the book.

270. SHAH (Kalpana) : The role of an established women's organisation during last decade—a case study of Akhil Hind Mahila Parishad. Presented at the National Seminar on A Decade of Women's Movement in India—Achievements and Issues. Bombay, 1985. (ISST, CWDS, AIWC).

Presents a broad framework of Akhil Hind Mahila Parishad, one of the largest women's organisations, which started in 1927, with a view to examine its role in the last decade. In order to mobilise women for attaining equality, developing consciousness among women for their rights and to carry out welfare programmes for women and children, the Parishad opened state-level branches throughout the country. The Parishad also occasionally organises discussions and lectures on various aspects of women's problems. The nature of the issues dealt with by the Parishad, and the role played by it in improving the status of women in India, are other questions discussed in the paper.

271. **SHARMA** (Nandita): Professional women's struggle. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Feels the need for stronger movements for the professional women. In India, professional women's movement has not been geared up to the extent it should have been. Only a few scattered professional women's organisations of Advocates, Doctors, Engineers, teachers of colleges and Universities in some states are existing. These women face genuine problems in their professions and women's organisations like AIWC, NFIW, CWDS should organise movements to help professional women.

272. **SHINDE** (Anagha): Janawadi Mahila Samiti, Madhya Pradesh. *Voice of the Working Woman* V 6(4), 1986, p 9.

Describes how working women, affected by the new economic policies of the government, are becoming aware of their job opportunities and are organising themselves to fight for their rights. The Janawadi Mahila Samiti in Madhya Pradesh is one such organisation trying to fight against the government's policies with regard to their employment rights and privileges.

273. **SINGH (Sunita)** : The Working Women's Forum—an experiment in mobilisation. *Women's Link*, September 1986. p 10-11.

Discusses the aims and objectives of the Working Women's Forum. It concentrates its activities at the grass roots for poor working women, to enable these women to come together through mobilisation of their own resources. The primary objective of the WWF is to empower poor working women both in their productive consciousness for action on various fronts. The activities of the Forum include credit programmes, health and family planning and education programmes.

274. **SRINIVASAN (Kamala)** : Women in banking and professional struggles. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

(Refer to Entry 104—Chapter 6.3).

275. **STREEHITKARINI**—Bombay's slum women organise. New Delhi Ford Foundation, 1986. 20p. (ISST).

Highlights the fact, that despite the large numbers of slum dwellers in India, there have been relatively few attempts to provide health and family planning services geared to the needs of the urban poor. Streehitkarini, a women's organisation established in 1964, introduced maternal, child health, and family planning services to one lakh slum dwellers in Bombay. This case study of Streehitkarini demonstrates the feasibility of a community oriented effort by slum women and describes the lessons learned from the experiences.

276. **VASANTHI DEVI (V)** : Women teachers of Tamil Nadu in Struggle. Paper presented at the Third National Conference on Women's Studies, Chandigarh, (ISST).

Gives an account of the women teachers struggle in Tamil Nadu, which revealed that working women in middle class professions in India showed intense mili-

tancy and protested against the state machinery in unbelievably large numbers. They forged a spectacular unity among themselves and rose against the gross injustice done to them.

277. **VAYKOLE** (Kamal V) and **ATHAVALA** (Anuradha):
Plight of nurses in India. Speech delivered at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Appeals to the general public to alleviate the sorrows and miseries of nurses, and the harassments and exploitation faced by them. Atrocities are very common. So the Trade Union for nurses was established in Pune and Bombay. The speaker also explains briefly the service conditions of nurses before and after the formation of the Union. On behalf of the ordinary nurses in India, the speaker requests the members of Indian Association of Women's Studies to build up an organisation of Government nurses.

278. Working Women — Stray Facts. Social Welfare V 33(2), 1986, p 21-23.

States that an organisation called the Working Women's Forum was created to respond to the problems of women petty traders in Madras. The Forum concentrated on creating an association of women employed in the informal sector, identifying the critical needs of working women, mobilising working women for joint economic and social action, improving the entrepreneurial skills of working women, and organising support for social services necessary for working women (e.g.—child care, health, education and family planning).

Education and Training of Women

279. **ADVANI (B T)**: More than equal partners—development programmes for rural women. *Social Welfare* V 31(10), 1985, p 4-7, 11.

States that more academic education is of no use for girls living in the villages. That education which has a bearing on their day-to-day life, farm operations, animal husbandry, cottage industries etc., would have more relevance in the rural context.

280. **AHMAD (Karuna Channa)**: Social context of women's education in India, 1921-81—tentative formulations. *New Frontiers in Education* V 15(3), 1985, p 1-36.

Discusses women's education in India during the period 1921-81. Traces the history of women's education, growth and expansion and focuses on certain key issues that have emerged on the subject. The author identifies some of the issues through a survey of the large number of literature and official documents that have appeared on the status and education of women since the turn of the century and shows how they were perceived over a span of these 60 years.

281. **BHATT** (Ela) : Skill development for girls and women. *Social Welfare* V 32(8-9), 1985, p 44, 46.

Judges the value and meaning of training and educating girls and organising them as workers. Being organised, they develop the much-needed strength to make decisions and earn their living. Awareness of the larger economy and the larger sphere of their own trade is essential for economic independence.

282. **DIGHE** (Anita) : New strategies needed for non-formal education of women. *Social Welfare* V 32(8-9), 1985, p 39-43 and *Social Change* V 15(3), 1985, 40-45.

Discusses the idea that non-formal education for girls and women is necessary for all-round development of the community. The author believes that Non Formal Education (NFE) needs to have the same status as the formal system of education. Unfortunately, NFE programmes have remained insensitive to the manner in which women have been marginalised due to the impact of various modernisation processes. NFE programmes were initiated in order to compensate for the inability and failure of the formal educational system to reach out a vast majority of the poor.

283. **GUHA** (Phulrenu) : Women's education and women's equality—some issues for the national policy on education. Paper presented at the Seminar on Perspectives and Organisation of Women's Studies Units in Indian Universities, New Delhi, 1985. (ISST).

Examines the role of the education system in promoting the value of equality, the role of research and teaching to promote greater consciousness among the public, to attend to women's problems and difficulties and to bring about very necessary changes in people's values and attitudes to women.

284. **JAIKWAL** (Rajendra Prasad): Why are there so few women in science and engineering education? Paper presented at the Seminar on Socialisation, Education and Women, New Delhi, 1985. (ISST).

Describes the importance of education, especially higher education, in providing training to women for their economic participation, and liberating them from subjugation and exploitation. The paper analyses the data concerning the enrolment of men and women in higher education particularly in science, engineering/technology. Reasons for the unequal participation of women in science and engineering education, have been explained.

285. **JOSHI** (Uma): Research priorities in non-formal education for women. *Indian Journal of Adult Education* V 47(11), 1986, p 31-33.

Discusses some research priorities in non-formal education for women. It is expected that non-formal education would help to raise the status of women in society, and help them to become economically independent, improve their standard of living, and become aware of political, social and economic problems. For making NFE an instrument of change for women, there is need to conduct researches to know women fully—their environment, needs and interests, attitudes and so on.

286. **KARLEKAR** (Malavika): Women's education in India—some basic issues. *Social Action* V 36(1), 1986, p 26-41.

States that in India, apart from the urban middle class elite and the increasing rural population which considers it worthwhile to invest in the education of daughters, the bulk of women and girls participate in education only when it does not conflict with their basic goal of earning a livelihood. Secondly, when women are considered to be the natural upholders of family unity, responsible for the perpetuation of the lineage as well as for the physical well-being of various generations,

their participation in education is greatly dependent on how much value society places on individual development. In reality, it has been found that most girls tend to flock to a few selective 'feminine' areas of study, and participate in well demarcated 'safe' educational realms.

287. **LAKSHMINARAYANA (M)**: Non-formal education for women. *EPA Quarterly Bulletin* V 8(1 & 2), 1985. p 40-44. (AIU).

Describes various schemes and programmes undertaken by Indian Adult Education Association to improve women's education. Importance was given to non-formal education.

288. **MEHTA (M L)**: Women—education and training. Paper presented at the International Conference on Women and Development, Jaipur, 1985. (ISST).

States that the attitude of society towards education of women and towards improvement of their status is conditioned by the fear of loss of authority over them and disruption of moral and cultural values, and this leads to neglect of women's education. In fact women's education touches upon a very sensitive area concerning value systems of the society.

289. **NAIK (Chitra)**: Women—education and training. Paper presented at the International Conference on Women and Development, Jaipur, 1985 (ISST)

States that education and training of women, fundamentally need to be seen as the process of human striving towards continual refinement of thought and action. The education of women can take place in a true sense only when it becomes part of an overall change process in society. Training programmes for women have to prove motivators of self-selection of skills and of fundamental change in patterns of labour leading to cultural change.

290. National Seminar on Education for Women's Equality, New Delhi, 1985. Papers. (ISST).

Various aspects of non-formal and adult education as well as elementary, secondary and higher education were discussed at great length from the viewpoint of access, content of education, skill development, vocational training, strategies/standards for better monitoring and evaluation, support strategies and linkage with other development sectors/programmes etc.

291. PANDE (Balaji): Women's education. *Social Scientist* V 13(10-11), 1985, p 11-19.

Reviews the historical development of women's education in the period before the women's decade and during the decade. Data regarding enrolment of women and literacy/illiteracy is provided on the basis of (1971-81) census and discusses how women are portrayed in text books.

292. RAJ BALA : Female literacy in India. Paper presented at International Conference on Women and Development, Jaipur, 1985. (ISST).

Discusses some broad generalisations about female literacy position/status in India. The coastal India has better position in female literacy than the interior, the south more than the North. Female literacy is strongly correlated with the male and the total literacy patterns of India. There are striking regional disparities in the rural and urban female literacy, but these disparities are gradually narrowing down.

293. SHAH (Madhuri R): Education and women's development—the widening gap. Paper presented at the Seminar on Perspectives and Organisation of Women's Studies Units in Indian Universities, New Delhi, 1985. (ISST).

Identifies the following as needed policy instruments to reduce woman's educational handicaps and to use education as an instrument for women's equality:—

- 1) Special assistance to States to undertake active measures to expand women's educational opportunities,
- 2) establishment of a cell within the Education Ministry and appointment of special officers in State Departments of Education to promote women's education, and
- 3) establishment of a National Council of Women's Education to advise the Government of India on matters relating to women's education.

294. **SINGH (Nandita)** : Some socio-cultural factors in education—a case study of the impact of purdah on the education of women in U.P., (1927-47). New Delhi, JNU, School of Social Sciences, 1985. 197p. Dissertation.

Focusses on the connection between women's education and the social milieu, specifically the practice of purdah and the area taken into consideration is one of the most educationally backward states of India—U.P. The social context of women's education and the concept of purdah has been discussed, supported by an examination of the origins of female education in India. The impact of purdah' on the education of Hindu and Muslim women manifested in terms of inadequate education and/or a carefully streamlined education.

295. **SRINIVASAN (C)** : Doors open for the deserted—The Story of St. Anne's Charitable Institute, Trichur. *Social Welfare* V 31(11), 1985, p 20-22.

Describes how destitute women and children of Trichur receive training for their development. The St. Anne's Charitable Institute located at Trichur, offers education and training in a variety of technical trades and cottage industries including dairy farming and printing press.

296. **SWAMINATHAN (M S)** : The role of education and research in enhancing rural women's income and household happiness. New Delhi, Centre for Women's Development Studies, 1985. 45p. (ISST).

Discusses the role of education and research in enhancing rural women's income and thereby the happiness of economically poor households. The author believes that only when women are able to participate in a equal measure with men in national development that effective remedies can be found for the major socio-economic maladies facing our country, such as rapid population growth, mal-nutrition leading to retardation of mental development in children, under and unemployment and extensive eco-destruction.

Women : Attitudes to Work

297. **BHADRA (Mita)** : Plantation women workers and their commitment to industrial work. *Man in India* V 66(3), 1985, p 233-243.

Claims that the tribal women can easily adjust themselves in industrial occupations. Their commitment to the industrial work is also very high. There has been a steady increase in the number of women workers in the plantations, while in other industries the picture is reverse. The labour commitment has been studied on the basis of 'turnover', 'absenteeism' and extra leaf-wage. It concludes that the tribal women workers are more committed than the men workers of the plantation industry.

298. **BILMORIA RANI (M)** : Work situation and behavioural pattern—an analysis of female criminality. Paper presented at the Workshop on Women and Work, Hyderabad, 1985. (ISST).

Analyses the impact of the work situation of women on their involvement in deviant or criminal activities. The findings are based on interviews with 120 women convicts in Andhra Pradesh. At work places, women are exploited by their employers, at home they are tortured by their family members. Being deprived of affection

and consolation from her own kith and kin, she is forced to degrade and finally rebel against society. Her feeling of revenge may take the form of criminal acts, and the ultimate result is that, she is convicted.

299. **DHAVAN** (Lucinda) : Projecting the right image—how do secretaries view their jobs. *Office Skills* December 1986, p 12-17. (NIPCCD).

Examines how Indian secretaries feel about their jobs and the kind of image they would like to project. A comprehensive survey carried out through questionnaires and interviews with secretaries all over India, and the compilation of these, helps to display what secretaries really feel about themselves and their work. They have a varied and demanding job to do—they know it, and what's more they enjoy it. Even though many organisations are being slow in giving secretaries recognition, individual secretaries are very confident of their own identity as competent multi-faceted professionals—and by this, they may be able to project the right image, they deserve.

300. **LIDDLE** (Joanna) and **JOSHI** (Rama) : Daughters of independence—gender, caste and class in India. New Delhi, Kali for Women, 1986. 264p. (ISST).

Examines the notion of women's subordination in the higher echelons of society. The objective is to question the myth that employment leads to economic and psychological independence. The book considers the view that Indian middle class professional women today hold their own with the best anywhere in the world. Rather than seeing Indian women as inherently powerless, the authors use the notion of female 'Shakti' as an ideological input colouring responses to women—female power is to be feared and hence it is to be curbed. Among middle class women, such contradictions can create an identity crisis. How they overcome such situations, is narrated here.

301. **MATHUR** (Purnima): New look at the employment potential for women—Attitudinal change in some women entrepreneurs. Paper presented at the Seminar on New Vistas of Economic Independence for Women, New Delhi, 1985. (ISST).

Shares ideas on the changing attitudes of women towards employment. Observations are based on data collected on perception of Quality of Life (QOL) by various working women, having to work on full time and part-time basis. A readiness to accept part-time jobs or enter into full-time jobs to secure a better family life, has become noticeable for both single and married women. Responsibilities combined with a good deal of entrepreneurial confidence marks the change in attitudes of women towards greater self-reliance. Whether this change in attitudes has contributed towards integration of work roles with that of family roles or not, is the basic question posed by the author.

302. **MOHANTY** (S) and **SAHOO** (S): The degree of freedom among the educated women—an attitudinal perspective. *Indian Journal of Social Research* V 27(4), 1986, p 384-394.

Attempts to examine the changing attitudes of educated women studying in the P.G. Departments of Sambalpur University, Orissa with regard to the selection of husbands, acquisition of jobs and social movements. The enquiry dealt with the response pattern of a 155 unit universe, comprising students residing in two women's hostels of Sambalpur University. The study reveals some interesting information from which we learn that higher educational and family backgrounds of our respondents do not help significantly in changing their attitudes towards seeking a higher degree of freedom in society.

Women and Multiple Roles

303. **BHAGWATI** (Sonali) and **MISHRA** (Anoop) : Rosemary Sachdev—committed to her profession. *Times of India*, Habitat IV, 19.4.1986.

Gives an account of a professional architect, who combines her career and her home life with admirable ease. She has adjusted herself to her two roles in such a way that her family life is not at all affected by her odd work hours and pressure on the professional front. Her profession does not have any fixed hours of work, so she has organized her household work accordingly.

304. **CHAUHAN** (Indira) : The dilemma of working women's hostels with special reference to Maharashtra, New Delhi, BR Publishing Corporation, 1986. 70p. (CWDS).

Highlights the problems of working women living in hostels, away from their families. The lives of the residents of working women's hostels are an outcome of the interplay of factors and forces operating in three social contexts—the family, the hostel and the place of employment. The author presents data on the social background of the hostellers, examines the environment of hostels, how girls secure jobs, what demands employment makes upon their social relationships, how the

girl's employment and her residence in the hostel affects her family and her marriage.

305. **DAK (T M) and Others** : Social and institutional framework of female participation in agriculture. *Indian Journal of Social Work* V 47(3), 1986, p 285-291.

Analyses a study conducted in four districts of Haryana to ascertain the contribution of women in farm production activities, and to examine the effects of social and institutional framework on the same. The analysis showed widespread participation of women in core as well as in preparatory and supportive agricultural activities. In most activities women play a central or dominating role and in others a supportive one. Interestingly, two modernising forces—farm mechanisation and the adoption of improved farm practices, have affected female labour participation in the opposite direction. Findings point towards steps for promoting the dignity of manual work.

306. **DULARI (Janak)** : Socio-economic conditions of Bill women in Jhabua district of Madhya Pradesh. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Looks at the social environment and economic conditions of the Bhil women who lead a very hardworking life and one full of drudgery. They are victims of superstition, they are exploited due to lack of credit facilities, faulty system of agriculture, non-use of science and technology, illiteracy and poor development and management of forests. They also suffer because of poverty, lack of motivation and confidence, limited exposure to the urban world, poor health conditions and lack of awareness of employment opportunities.

307. **GAUBA** (Anand) : Wife-husband participation at home. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISST).

Reports on a survey conducted on working and non-working wives to study their time use and work participation. The author starts with the hypothesis that working women are overburdened compared to men and their total work load is much greater than that of their husbands. This is seen to be very true in the case of upper-middle class couples particularly those with children below 8 years of age. A working wife's total work participation is more than her husband. The converse is true in the case of the non-working wife. Couples were interviewed to find out the following whether husbands like their wives to work, whether they were satisfied with the work adjustment, whether wives want their husband to work more at home, etc.

308. **GUPTA** (Amit Kumar) ed : Women and society—the developmental perspective. New Delhi, Criterion Publications, 1986. 341p. (ISST, NIPCCD).

Identifies a number of major issues such as the changing status of women in various fields, gender equality, political socialisation, women in urban poverty, and also issues concerning women's participation in the economic and social processes in societies under-going rapid transformation.

309. **GUPTA** (Jayoti) : Family structure, bondage and status of women in Jaunsar Bawar. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi 1985. (ISST).

Discusses the bondage and prostitution of women of Jaunsar Bawar (Dehradun District—U.P.). The question of female bonded labourers forms the central focus of the paper. Prostitution is a form of bondage for the women of Janusar Bawar. Prostitution, for these women, cannot be delinked from the agrarian class structure, the

COMMUNITY HEALTH CELL

326, V Main, I Block

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Bangalore-560034.

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economic status of the scheduled castes/tribes, the polyandry prevalent in the area and the system of bride price, an interplay of factors which produce the bondage of women of that area. Some case studies present the life-history of Kolta women bonded into prostitution.

310. Institute of Social Studies Trust : India's female headed households. New Delhi, ISST, 1985. 91p. (ISST). Studies female headed households in Uttar Pradesh, Rajasthan, West Bengal and Karnataka with a view to capture the economic contribution made by women in these households and to evolve a definition of female headedness. An attempt is made to portray the socio-economic characteristics of female headed households as projected by both quantitative and qualitative evidence from the survey as well as from the interview-based case studies and group meetings, and to draw out the implications of the attributes that are specific to female-headed household.
311. JAUHARI (Nilima) : Women and mass media. Paper presented at International Seminar on Women and Development, Jaipur, 1985. (ISST). Highlights how women influence modern mass media in areas such as films, advertising firms, T.V. and radio, newspapers and magazines. The focus is also on women as depicted by the massmedia and women influenced by the mass-media. Women involved in the media as film directors, writers, lyricists, proprietors, executives and designers, editors, journalists, announcers, media managers etc are now holding responsible positions, inspite of male domination.
312. MISHRA (Kiran) : Household as unit of analysis—a case study of tribal communities of North-East India. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).

Focuses on the role and status of tribal women of Arunachal Pradesh in the socio-economic, cultural and domestic spheres of life. The Nishing community, inhabiting upper and lower subansiri and part of Kameng district of Arunachal Pradesh, has been studied. Against the general background of the Nishing tribe, its location, means of living, its village settlement, and its important institutions like marriage etc, the author describes the peculiarities and characteristics of the household and family pattern of the Nishings. It has been found that the Nishing family and house community structure and organisation is such that women play a predominant role in the domestic as well as productive sphere.

313. **PATNAIK (S C) and SHAILABALA DEVI** : An assessment of women's economic contribution to the farm sector—a micro-level study. *Journal of Rural Development* V 5(4), 1986, p 480-490.

(Refer to Entry 216—Chapter 8).

314. **PEREIRA (Olinda)** : She carries too many burdens. *Social Welfare* V 33(2), 1986, p 14.

Looks at a special group of working women—young and from the lower economic strata of society, thrown into the busy web of city life by sheer necessity. Such working women are exposed to insecurity and all forms of exploitation. Economic insecurity is the reality facing working women. The housing problem also confronts her. They also have to play a multifaceted role within the family circle. 'A home away from home' is what she will often look for.

315. **RAI (Prabha)** : Balancing the role of the mother and working women. *Social Welfare* V 32(8-9), 1985, p 36, 38.

Discusses how women have to combine the roles of successful mother and successful working woman, the difficulties faced in doing this, the help that can be offered to her, how her partner can offer cooperation

and make things easier for her, and the factors which contribute to creating a dilemma in the mind of the working mother.

316. **REDDY** (G Narayana) : Role of rural women in productive tasks. *Khadi Gramodyog* V 32(6), 1986, p 314-320.

Attempts to examine the relative roles of rural women and men in directly productive tasks and household activities. The objectives of this field study were to examine the socio-economic characteristics of rural women, and to ascertain the contribution of rural women directly and indirectly in productive tasks under two different settings. Two villages—one from Karnataka and the other from Andhra Pradesh were selected for the study. In general, women's contribution was found to be greater in two areas of work—household activities and agricultural labour.

317. **SHARAN** (Raka) : Indian women workers. Delhi, Cosmo Publications, 1985. 185p. (NIPCCD).

Explores the problems and perspectives of working class women and whether the working woman is equally successful in the roles of wife and mother. The study presents an understanding of the nature of working conditions, socio-economic status, aspirations, trade-union participation and levels of embourgeoisement among the women workers of India. Demographic and social characteristics of women workers have been described taking into consideration the working conditions of women workers of Kanpur. The study also addresses itself to the question of a change in the class-structure model of society.

318. **SHARMA** (Kumud) : Women and the media—a case for critical correction. *Indian Journal of Adult Education* V 46(9), 1985, p 27-30.

Stresses the role of women in media technology. Development communication emanating from mass media

and administrative channels has done precious little to question the biases and assumptions about women's roles. An analytical projection of social reality is the first step towards changing social consciousness—women's greater access to media technology and their role as communicators rather than as consumers, will surely give media a new thrust.

319. **SINGH** (Nalini): *Women today*. New Delhi, Ministry of Social and Women's Welfare, 1985. 24p. (ISST).

Summarises the various roles performed by women and the occupations they are engaged in. Women have responded to the combined pressures of depleting resources and modernisation, and acted spontaneously to seek a stable income, and some dignity. Professional women pursue careers in a vast range of modern sectors. They include scientists, doctors, engineers, lawyers, administrative and police officials, diplomats, teachers, media experts and airlines pilots. Women's work is a statistical paradox and the question of the appropriate valuation of women's work is always raised.

320. **SINGHAROY** (Debal K): *Women, culture, land and politics in a Bengal village*. Paper presented at the Eleventh World Congress of Sociology, New Delhi, 1986. (Institute of Advanced Studies, Meerut). (ISST).

Compiles data from an extensive field investigation carried out in Khanpur, West Bengal, where the celebrated Tebhaga movement took place in the late 1940s. The role played by women in agrarian relations in general & in agrarian transformation and tensions in particular is explored. Although women's contribution to the socio-economic field has, been considered marginal and has remained invisible in the masculine patriarchal order of the society, their roles have had prominence especially with the change in the organisation of production and in the political structure of the society. Although women's

roles are differently patterned, female workers have introduced a good deal of dynamism into agrarian society which is of vital theoretical interest.

321. **STANDING** (Hillary) and **BANDOPADHAYA** (Bela): Women's employment and the household—some findings from Calcutta. *Economic and Political Weekly* V 20(17), 1985, WS 23-27 and 30-38.

Discusses some of the consequences of women's entry into wage employment, upon the urban Bangali household, based on a survey carried out in 1981-82 in Calcutta. The increase in the participation of women in the Calcutta labour force due to high male unemployment is the empirical starting point for the study. Concentrates mainly on changes in the domestic division of labour and on the distribution and disposal of women's wages.

322. **SWAMINATHAN** (Padma): The state of the subordinate women. Paper presented at the Third National Conference on Women's Studies, Chandigarh, 1986. (ISST).

Aims at (1) a broad understanding of the vicious circle of gender oppression and working class exploitation that perpetuate women's relegation in the domestic sphere and (2) an examination of the way in which the issue of equality for women has been defined by policy makers. By examining the nature of policies, namely, the Minimum Wages Act and the Equal Remuneration Act, the paper throws light on the manner in which the State contributes to subordination.

323. **VOHRA** (Roopa) and **SEN** (Arun K): Status, education and problems of Indian Women. New Delhi, Akshat Publications, 1986. 148p. (CWDS, NIPCCD).

Gives a composite picture of the life of an Indian woman in the past and the nature of the problems she has to confront now with her entry into the working world. Tries to establish the fact that education and working aptitude can alone enhance the status of women.

Women and Household

324. **BALASUBRAMANYAN** (Vimal): Giving housework the hard sell—how consumerism strengthens the sex role stereotypes. Paper presented at the Workshop on Women and Work, Hyderabad, 1985. (ISST).

Examines how the consumer culture in India, as seen from a study of advertisements, sabotages the equality goal, primarily by reinforcing sex-role stereotypes and also by subverting the liberation theme. The author suggests some issues and aspects for analysis and action towards achieving, one—a long term goal of radically transforming this culture so as to meet women's real needs in regard to work at home and outside, and two—the more immediate goal of offering alternative images within the existing advertising framework.

325. **JAIN** (Devaki) and **BANERJEE** (Nirmala) ed: Tyranny of the household—investigative essays on women's work. New Delhi, Vikas, 1985. 278p. (ISST).

Emphasises the need to view gender-based inequalities as a harsh reality, through a collection of essays on women in poor households. The inadequate recognition

and low evaluation of women's role in the household has been the major factor contributing to the generally low status and welfare of women. The book aims at highlighting the fact that the existing methodology of measuring both the produce of women as also its distribution is inadequate.

326. **KANNABIRAN** (Kalpana) : On evaluating women's labour. Paper presented at the Workshop on Women and Work, Hyderabad, 1985. (ISST).

Discusses the issues concerned with the low value attached to woman's work in practically all societies. The two factors leading to the tendency to undervalue women's work are—(a) the general inclination to regard women's work as secondary and subordinate to men's and (b) the actual evaluation of women's work by census agencies, which reflects a gross under estimation of women's contribution to and participation in economic activity. The paper attempts to redefine the concept of active labour to arrive at a recognition of social or productive work which would be inclusive of the considerable amount of labour that women contribute to society.

327. **KUMARI** (Ranjana) : Rural female-headed households—need for policy intervention. New Delhi, Centre for Social Research, 1986. 174p. (CSR).

Reports on a study conducted in four villages of Mariahun Tehsil, Gahani, Madhaipur, Seura and Malsil, coming under district—Jaunpur, U.P. The study attempts to define the status of female headed households in a caste hierarchic and patrilineal society in which women are subjugated and assigned a lower status. The findings were used to frame a set of recommendations for policy makers to raise the socio-economic status of the female headed households.

328. **MAZUMDAR (D N)** : Difficulties in taking the household as the unit of study in the matrilineal societies of North-East India. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).

Defines the term 'household' as the smallest identifiable social group in a society, and compares it with other definitions provided by sociologists. Examines how far it is convenient to take the household as the unit of observation from the methodological point of view. The author discusses the power structure in the Garo, Khasi and Jaintia households of Eastern and Western Meghalaya.

329. **MISHRA (Kiran)** : Household as unit of analysis—a case study of tribal communities of North East India. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).

(Refer to Entry 312—Chapter 15).

330. **RADHA DEVI (D)** and **RAVINDRAN (M)** : Working women and household work. *Social Change* V 15(2), 1985. p 21-24.

Reports on a survey conducted in Trivandrum of working and non-working women to test the hypothesis that working women manage to do their household work in lesser time by increasing their efficiency or lessen their burden by taking help from others.

331. **SHARMA (Ursula)** : Women's work, class, and the Urban Household—A study of Shimla, North India. London, Tavistock Publications, 1986. 214p. (NIPCCD).

Investigates the nature of women's household work in a modern Indian city, and shows how it contributes to the maintenance and sometimes mobility of the household. The author wishes to state that besides the more obvious case of housework, there are many other kinds of

work involved in the servicing of a household and these constitute households as groups. The data was gathered in Shimla, an administrative city in North India. It describes common content of household service work in India, and also the ways in which such work varies with class position and other relevant factors.

332. **THORNER** (Alice) and **RANDIVE** (Jyoti): Household as a first stage in the study of urban working class women. *Economic and Political Weekly* V 20(17), 1985, p WS9-WS14.

Explores the lives of working class women in the city of Bombay. Attempts to find out how girls brought up in the villages, when abruptly brought to Bombay at the time of their marriage, adapt to urban ways, and how city life has influenced their behaviour and ideas. A sample of working class households in both chawls and slums was taken into consideration. The preliminary findings throw light on the life histories, patterns of daily existence, economic activities and cultural characteristics of a substantial section of the metropolitan population—the working class women of greater Bombay.

333. **VATUK** (Sylvia): Issues in the analysis of household data among South Indian Muslims. Paper presented at the Asian Regional Conference on Women and the Household, New Delhi, 1985. (ISST)

Attempts to study South Indian Muslims in Madras and Hyderabad in terms of domestic group organisation and see how best the data collected can be used to unravel the actual dynamic processes that are involved in the development of domestic groups.

Women and Prostitution

334. **DATAR** (Chhaya) : Organising of women tobacco and bidi workers in Nipani—a historical perspective. The Hague, Institute of Social Studies, 1985. 315p. Extract presented at the Third National Conference on Women's Studies Chandigarh, 1986. (ISST).
(Refer to Entry 108—Chapter 6.4).
335. **GUPTA** (Jayoti) : Family structure, bondage and status of women in Janusar Bawar. Paper presented at the Asian Regional Conference on Women and Household, New Delhi, 1985. (ISST).
(Refer to Entry 309—Chapter 15).
336. **SRINIVASAN** (Amrit) : Reform and revival—The devdasi and her dance. *Economic and Political Weekly* V 20(44), 1985, p 1869-1976.

Describes the changes that affected an artist community of Tamil Nadu in the wake of the reform agitation concerning the idio-syncratic life style of a section of its women—the devdasis. The first part reconstructs the devdasi system as it prevailed prior to the legislation of 1947, which banned all ceremonies by which young

girls were dedicated to Hindu shrines. The second half describes the effect of these reforms on social, religious and domestic status of the devdasis. While the reformers presented the Hindu temple dancer as a prostitute in order to do away with her, the revivalists presented her as a 'nun' in order to incarnate her afresh.

SECTION III

Appendix I

List of Participating Organisations

Bombay

1. Ambekar Institute for Labour Studies
Mazdoor Manzil
G. D. Ambekar Road
Naigaon, Parel
Bombay 400 012
2. Bombay University Library
Bombay University Campus
Kalina
Bombay 400 098
3. Centre for Education and Documentation
3, Suleman Chambers
4, Battery Street
Bombay 400 039
4. Nirmala Niketan
38, New Marine Lines
Bombay 400 020

5. Research Centre on Women's Studies
SNDT University
Juhu Road
Santa Cruz (West)
Bombay 400 049
6. Shakti
B-10, Sun-N-Sea
25 J. P. Road
Varsova, Andheri (West)
Bombay 400 061
7. Tata Institute of Social Sciences
Deonar, Post Box 3313
Bombay 400 088
8. Women's Centre
B-104, Sunrise Apartments
Nehru Road
Vakola
Bombay 400 055

Calcutta

9. Women's Research Centre,
P-595, Purnadas Road
Calcutta 700 029

Delhi

10. All India Women's Conference
Sarojini House
6, Bhagwan Das Road
New Delhi 110 0001
11. Association of Indian Universities
Kotla Road
New Delhi 110 002
12. Central Secretariat Library
Shastri Bhavan
New Delhi 110 0001

13. Centre for Development of Instructional Technology
(CENDIT)
D-1, Soami Nagar
New Delhi 110 017
14. Centre for Policy Research
Dharma Marg
Chanakyapuri
New Delhi 110 021
15. Centre for Social Research
E-79/9, Krishan Garh
Mehrauli
New Delhi 110 030
16. Centre for Women's Development Studies
B-43, Panchsheel Enclave
New Delhi 110 017
17. Delhi School of Economics
University of Delhi
Delhi 110 007
18. Delhi School of Social Work
University of Delhi
Delhi 110 007
19. Development Alternatives
22, Palam Marg,
Vasant Vihar
New Delhi 110 057
20. Indian Institute of Public Administration
Indraprastha Estate
Mahatma Gandhi Marg
New Delhi 110 002
21. Indian Institute of Technology
IIT Campus
New Delhi 110 016

22. Indian Social Institute
Institutional Area
Lodi Road
New Delhi 110 003
23. Indian Statistical Institute
7, Sansanwal Marg
New Delhi 110 016
23. National Institutional of Public Cooperation
and Child Development,
5, Siri Institutional Area
Hauz Khas
New Delhi 110 016
25. National Labour Institute
AB-6, Safdarjung Enclave,
New Delhi 110 029
26. Nehru Memorial Library
Teen Murti House
New Delhi 110 021
27. Railway Board Library
Rail Bhavan
New Delhi 110 001
28. School of Social Sciences
Jawaharlal Nehru University
New Mehrauli Road
New Delhi 110 067
29. Social Science Documentation Centre
35, Ferozshah Road,
New Delhi 110 001
30. TRF Institute for Social Sciences
Research and Education,
Times House
10, Daryaganj,
New Delhi 110 002

Guwahati

31. Dept. of Education
Guwahati University
Guwahati 781 014

Hyderabad

32. Andhra Pradesh Women's Cooperative
Finance Corporation Ltd.
8-3-222, Vengalrao Nagar
Hyderabad 500 890
33. Centre for Economic and Social Studies
Nizam Observatory Campus
Begumpet,
Hyderabad 500 016
34. National Institute of Small Industry Extension and
Training
Yousufguda
Hyderabad 500 045

Imphal

35. Dept. of Economics
Manipur University
Canchipur,
Imphal 795 003

Jorhat

36. Agro-Economic Research Centre
Assam Agricultural University
Jorhat 785 013

Kodaikanal

37. Mother Teresa Women's University
Kodaikanal 624 102

Madras

38. Centre for Research in the New International Economic Order
1, First Street,
Haddows Road
Madras 600 006
39. Centre for Social Research
No. 5 II Cross Street
CIT Colony,
Mylapore
Madras 600 004
40. Department of Economics
Madras University
Kilpauk
Madras 600 005
41. Department of Social Welfare
3rd Floor, Secretariat
Fort St. George
Madras 600 001
42. Department of Statistics
Government of Tamil Nadu
DMS Compound
Opp. Kamdhenu
Madras 600 006
43. Gurukul Lutheran Theological College and
Research Institute
114, Puraswalkam High Road
Madras 600 010
44. IFDE/WOFSA
Institute for Development Education/Women's
Forum for Social Action,
18, Ormes Road
Madras 600 011

45. Madras School of Social Work
32, Casa Major Road
Egmore
Madras 600 008
46. Stella Mary's College
Near Gemini Flyover
Madras 600 020
47. Tamil Nadu Corporation for Development of Women
Ltd.
116, 2nd Floor
Dr. Radhakrishnan Salai
Madras 600 034
48. Women's Christian College
Nungambakam
Madras 600 034
49. Working Women's Forum
55, Bhimsena Garden Road
Madras 600 004

Shillong

50. Department of Psychology
North Eastern Hill University
Mayurbhanj Complex
Shillong 793 014

Warangal

51. Department of Public Administration
Kakatiya University
Vidaranyapuri
Warangal 506 009
52. Society for Women's Studies and Development
13-4-17, Matwada
Warangal 506 002

Appendix 2

List of Serials Indexed in the Bibliography

1. Business Standard
2. Cosaw Bulletin
3. Economic and Political Weekly.
4. Economic Times
5. EPA Quarterly Bulletin
6. Eve's Weekly
7. Femina
8. Financial Express
9. Gramin Vikas Newsletter
10. Hindustan Times
11. IAWS Newsletter
12. Indian Express
13. Indian Journal of Adult Education
14. Indian Journal of Agricultural Economics
15. Indian Journal of Industrial Relations
16. Indian Journal of Social Research
17. Indian Journal of Social Work
18. Indian Railways

19. India Today
20. ISIS International Women's Journal
21. Jagriti
22. Journal of Peasant Studies
23. Journal of Rural Development
24. Journal of Sociological Studies
25. Khadi Gramodyog
26. Kurukshetra
27. Mainstream
28. Man in India
29. Manushi
30. Moving Technology
31. New Frontiers in Education.
32. NIPCCD Newsletter
33. Office Skills
34. RCWS Newsletter
35. Samya Shakti
36. Social Action
37. Social Change
38. Social Scientist
39. Social Welfare
40. Sociological Bulletin
41. State and Society
42. Times of India
43. Today (YWCA)
44. Voice of the Working Woman
45. Weekend Telegraph
46. Women's Link.

Appendix 3

List of Ph.D. Thesis and Dissertations—1985 & 1986

1. **ANJUM (Mohini)** : Social status and social work—a sociological study of non professional women social workers of Delhi. Delhi, Delhi University, Delhi School of Social Sciences, 1985. Ph.D. Thesis.
2. **ANNAPURNA DEVI** : Socio political background of women in Orissa politics. Delhi, Jawaharlal Nehru University, 1986. Ph.D Thesis.
3. **CHAUHAN (Indira)** : Modernisation and female employment problems of working woman in Bhopal city. Bhopal, Bhopal University, 1986. Ph.D Thesis.
4. **DAVARAJ (Kusum D)** : Political behaviour of women. Aurangabad, Marathwada University, 1985. Ph.D Thesis.
5. **DURAI SWAMY (P)** : Economics of education, the effect of education, fertility, schooling, employment of women, agricultural production and innovation. Madras, University of Madras, 1986. Ph.D Thesis.

6. **GUPTA** (Kumudini) : A study of frustration among working women in relation to their needs, levels of aspiration and some background variables. Kanpur, Kanpur University 1985. Ph.D Thesis.
7. **INDIRA DEVI** (M) : Conjugal role performance and decision making among urban Hindu families—A study of educated couples with employed and unemployed wives. Waltair, Andhra University, 1985. Ph.D Thesis.
8. **JAIN** (Manjula S) : Family life of working women in an Indian city—a sociological study. Delhi, Delhi University, 1985. Ph.D Thesis.
9. **JHAVERI** (P B) : The problems of social occupational adjustment of working women with reference to Rajkot city. Rajkot, Saurashtra University, 1985. Ph.D Thesis.
10. **KODAI** (Vijayanthimala) : Marriage and working women in Orissa. Sambalpur, Sambalpur University, 1986. Ph.D Thesis.
11. **KRISHNARAJ** (Maithreyi) : Women scientists, their families and their work. Bombay, S.N.D.T. Women's University, 1986. Ph.D. Thesis.
12. **MALATHY** (R) : Women's allocation of time to market and non-market work—a study of married women in Madras city. Madras, Madras University, 1985. Ph.D. Thesis.
13. **MATHUR** (R N) : Perception of quality of working women workers in construction industry. Delhi, Indian Institute of Technology, 1986. Ph.D. Thesis.
14. **MEHTA** (Nalini N) : The problems of women discussed by female Gujarati writers in their novels and short stories, 1901-1975 A.D. Bombay, SNDT Women's University, 1986. Ph.D. Thesis.

15. **MODGIL** (Avinash C) : A study of need profile as related to job satisfaction and anxiety level among nursing personnel. Chandigarh, Punjab University, 1985. Ph.D. Thesis.
16. **NAGARATHNAMMA** (B) : Work adjustment and job satisfaction in nursing profession. Tirupathi, Sri Venkateswara University, 1986. Ph.D. Thesis.
17. **NAYAR** (Usha) : Women teachers in South Asia. New Delhi, Jamia Millia Islamia University, 1985. Ph.D. Thesis.
18. **PAUL** (John) : Vakils of Madras, 1802-1926, the rise of the modern legal profession in South India. Madison, University of Wisconsin, 1986. Ph.D. Thesis.
19. **PHUKAN** (Minoti) : Socio-economic status of the women labour in the tea gardens of Assam. Jorhat, Assam Agricultural University, 1986. Ph.D. Thesis.
20. **RAJAMANI** (G) : Status and welfare of women beedi workers—a case study. Warangal, Kakatiya University, 1986. Dissertation.
21. **REDDY** (Raghunandha C) : The changing status of educated working women in India—A case study of Rayalseema. Tirupati, Sri Venkatateswara University, 1985. Ph.D. Thesis.
22. **SATNAM KAUR** : Role of women in rural development—a case study of Haryana. Hissar, Haryana Agricultural University, 1986. Ph.D. Thesis.
23. **SHARMA** (Neena) : Political socialisation and its impact on attitudinal change towards social and political systems—a case study of Harijan Women of Delhi. Bodh Gaya, Magadh University, 1985. Ph.D. Thesis.

24. **SHOBHA (V)** : Rural women and development—a study of female agricultural labourers in Telengana. Warangal, Kakatiya University, 1985. Dissertation.
25. **SINGH (Nandita)** : Some socio cultural factors in education—a case study of the impact of purdah on the education of women in U.P. (1927-47). New Delhi, Jawaharlal Nehru University, School of Social Sciences, 1985. Dissertation.
26. **SWARANKAR (G P)** Rural female working population of Madhya Pradesh—A case study in population geography. Sagar, Dr. Hari Singh Gour Vishwavidyalaya, 1985. Ph.D. Thesis.
27. **SYEEDA AKHTAR BANO** : Role commitment, role performance, role strains, role conflict and status of urban working women—a sociological study of Mahadavis working women of the twin cities of Hyderabad & Secunderabad. Hyderabad, Osmania University, 1985. Dissertation.
28. **TALESRA (Hemlata)** : Higher education among women—An analysis of the situation of higher education at a district level. Baroda, Maharaja Sayajirao University, 1985. Ph.D. Thesis.
29. **VERMA (Vinay Kumar)** : Participation of tribal women in decision making process related to animal husbandry practices. Ranchi, Birsa Agricultural University, 1985. Ph.D. Thesis.
30. **VIJAYALAKSHMI (G)** : A study of the relationship between the perception of sex roles and occupational choices of women students in certain professional and non professional courses. Tirupathi, Sri Venkateswara University, 1985. Ph.D. Thesis.

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The Institute of Social Studies Trust (ISST) was founded in 1964. It is a non-profit voluntary research organisation which enjoys consultative status with the United Nations. The ISST is neither a purely academic organisation nor an activist one. Over the last ten years ISST has conducted numerous studies, especially on issues related to the inequality between men and women. The areas of research are selected with a bias towards strengthening the struggle for women's equality and are focused primarily on women from the poorest sections of society.

ISST provides services to women's organisations in India, particularly those working with self-employed women. The Institute also assists in designing policies and programmes for both official and non-official agencies. In 1981, the ISST set up a reading room and a documentation centre called Jigyasa as a first step towards organising an information network service on women's studies and development. The Information centre has approximately 4,000 documents. The Information centre offers reference and bibliographic services on women's issues. Reprographic facilities are also available.

